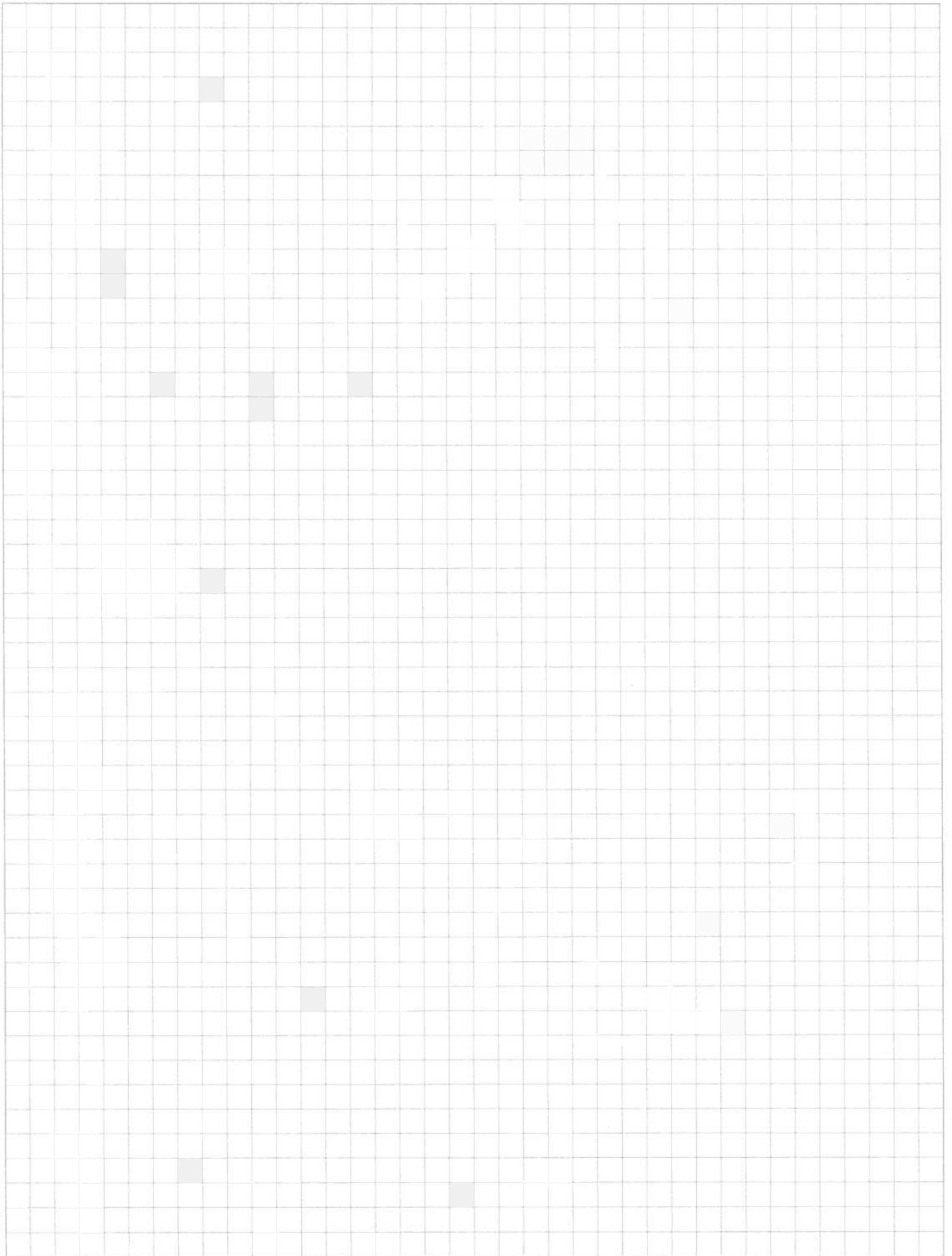


d. 2016. 003



PH.OH. 664

OCCUPATIONAL HEALTH AND ERGONOMICS

FOR M.P.H. (Urban Health)

CREDIT 2

PRE-REQUISITE At least one (1) month of attendance of all core and required courses of MPH programme.

PERIOD First semester, 36 hrs. from the first week of July to the last week of August.

CLASS SCHEDULE Monday 8.00 - 10.00 am.
Wednesday 8.00 - 10.00 am.

FIELD VISIT One (1) full Friday on the first week of August, from 8.00 am. - 17.00 pm.

COURSE DESCRIPTION

This course gives the philosophical background and concept of occupational health and ergonomics with the aims and scope of those activities. Occupational safety problems among the working population are described, along with the appropriate corrective measures. Description of the health hazards, biological mechanism, and the effects on health of the workers are given, suggestion of the machineries for prevention is made. Comfort and fatigue problems are discussed. The health problems of different population groups with some solutions are indicated. Overview of the principles of legislation concerning the necessary control of hazards and the health protection of workers in advanced and developing countries are described, side by side with actual legal practice. The attitude problems of the three parties concerned, i.e., the management, the worker and the government, on health and safety protection of workers are demonstrated. Rational discussion for general application is encouraged. Concentration is made on the development of the policy, strategies and conduit of occupational health and ergonomic organization.

SPECIFIC OBJECTIVES

At the end of this course, individual learner is expected to be able to:-

1. Define the occupational health philosophy and concept.
2. Define the ergonomic philosophy and concept.
3. Outline the aims and scopes of occupational health and ergonomic activities.
4. Indicate the occupational safety problems and the appropriate protective measures to overcome those

5. Describe the health hazards, biological mechanisms, health effects and the preventive measures to overcome these hazards.
6. Indicate ^ problems of different population health groups and the practical means to protect them.
7. Apply the principles of legislation concerning the hazards control and the labour protective measures to the situation of individual country, and outline the practical corrective measures to suit the need of the country.
8. Analyse the attitude problems of the three parties concerned, i.e., management, workers and government.
9. Suggest the appropriate occupational health and ergonomic countermeasures in relevant to specific problems.
10. Develop the policy, strategies and conduit of occupational health and ergonomic organization at the level of individual learner.

CONTENT

1. General view of the course.
2. Philosophical background.
3. What is occupational health?
4. What is ergonomics?
5. The aims of ergonomics and occupational health activities.
6. Occupational safety problems.
7. Occupational health hazards in general.
8. Occupational diseases, biological mechanisms the health effects and the machineries for prevention.
9. Non-occupational diseases, biological mechanisms, the health effects and the machineries for prevention.

10. Comfort and fatigue problems.
11. Problems of different population groups with some solutions.

12. Orientation for the field visit

13. FIELD VISIT

14. Discussion on the field visit and report writing.

15. Principles of legislation concerning the necessary control of hazards and the health protection of workers:-

15.1 in advanced countries.

15.2 in developing countries.

15.3 actual legal practice.

16. Attitude problems of the three parties concerned, i.e., management, work and government on health and safety protection of workers.

17. Development of the policy, strategies and conduit of occupational health and ergonomic organization.

18. Revision, open discussion and conclusion of the whole course.

19 TERM PAPER REPORT

TEACHING - LEARNING PROCESS

1. Lecture
2. Discussion
3. Field visit and report writing
4. Term paper writing on the occupational health and ergonomic organization of individual learner's situation.

EVALUATION OF THE LEARNING OUTCOME

1. Report on field visit (30%)
2. Term paper report (70%)

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU REGIONAL POUR L'ASIE
ET LE PACIFIQUE



INTERNATIONAL LABOUR ORGANISATION
REGIONAL OFFICE FOR ASIA
AND THE PACIFIC

Tel. 2829161, 2829171, 2829181
2829191, 2829365, 2829381
Cables INTERLAB BANGKOK

Postal address : P.O. BOX 1759
Street address : 11 th Floor
United Nations Building
Sala Sanititham
BANGKOK 10200 (Thailand)

Ref. UNDP 56/82/005
56-3(B)

27 January 1984

Dear Friend,

Thank you for your letters and a cable. I am sorry I was slow in replying to your inquiry. This was because I was on missions during the November-January period. It took some time until I read your letters as they were sent to my previous address at Kawasaki.

As I cabled you, a room has been reserved for you at Thai Hotel, 78 Prachatipatai Road, Bangkok (Tel. 282-2831), from 19 to 22 February. I shall be in India in the first two weeks of February and back in Bangkok on 17 February.

Will you agree to take part in a meeting to discuss a new ILO manual on "Better Working Conditions and Environment." The meeting will be held at the National Institute of the Improvement of Working Conditions and Environment outside of Bangkok. The Institute is being established as an ILO/UNDP project, and the meeting will be a good opportunity to exchange ideas on training for action.

As for universities, students will be doing field work when you will be here. I talked with Dr. Malinee Wongphanich about holding a small seminar on ergonomic field activities on 22 February. But this is still pending.

I look forward to discussing with you the application of ergonomics to developing countries. We would very much need to promote the better use of human sciences for the benefit of workers in these countries.

With best regards.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'K. Kogi', is written over the typed name.

K. Kogi

Regional Adviser on Conditions
of Work and Welfare Facilities

Prof. A. Wisner
Département des Science de
l'Homme au Travail
C.N.A.M.
41, Rue Gay-Lussac
F-75005, PARIS
(France)

P.S. Please send all correspondence to
my present address:
K. Kogi, ILO Regional Office for Asia
and the Pacific
P.O. Box 1759, BANGKOK (Thailand)

ZCZC TPV476 026 0847 XBA049 ZPB943 JADK4699
FRXX CO CHBX 027
GENEVE 27/23 26 0829

PROF WISNER
LABORATOIRE PHYSIOLOGIE TRAVAIL
41 RUEGAYLUSSAC
(F-75005)PARIS
PA5

FROM KOGI ROOM RESERVED AT THAI HOTEL BANGKOK FOR 19-22 FEBRUARY
REGARDS
INTERLAB BANGKOK 195

COL 41 (F-75005)PARIS 19-22 195

NNNN

SERVICE TELBX

TEL BX

XWA000 CEM999 COPIE 006 1122

TSG999 13541827 R P LANG COP1 : THBK CO

PUL LABORATOIRE DE PHYSIOLOGIE DU TRAVAIL CNAM 41 RUE GAY-LUSSAC
75005

PROFESSEUR KAZUTAKA KOGI

PO.BOX1759

BANGKOK

IS IT NECESSARY AND POSSIBLE TO MEET YOU 20-22ND/FEBRUARY OR
6-8TH/MARCH IN BANGKOK OR 20TH-FEBRUARY/8TH-MARCH IN MANILLA?
GREETINGS

WISNER



Copie certifiée conforme au
télégramme n° TSG999 déposé
le 6/1/84 à 1122 au
Bureau Télégraphique International
PARIS BTI le 6/1/84
Pour le Chef de Centre:
Le Responsable

NNNN

SERVICE TEL

ZCZC TPV592 017 1158 XBB937 TFR933 STX077 BKST200096
FRXX CO THBK 033
SALASANTTITHAM 33/31 17 1700

PROFESSOR AAA WISNER LABORATOIRE DE PHYSIOLOGIE TRAVAIL
CNAM 41 RUE GAY-LUSSAC PARIS
PA5

KOGI AVAILABLE FOR MEETING YOU 20-22 FEBRUARY
IN BANGKOK SINCERELY HOPE TO DISCUSS FUTURE
PLANS GREETINGS
INTERLAB BANGKOK 125

COL 41 20-22 125

SERVICE TBLBX

NNNN

CHECKLIST FOR IMPROVING WORKING CONDITIONS AND ENVIRONMENT

GENERAL INFORMATION

1. Name of Establishment: _____

2. Main Products: _____

3. Number of Regular Workers:

Office: _____ [_____ male; _____ female]

Production: _____ [_____ male; _____ female]

Total _____ [_____ male; _____ female]

4. Working Hours for Regular Production Workers:

From _____ To _____

Lunch: From _____ To _____

Other Breaks: From _____ To _____

From _____ To _____

5. Shift Work:

Day shift : From _____ To _____

Evening shift : From _____ To _____

Night shift : From _____ To _____

6. Name of Checker: _____ Date: _____

CHECK PROCEDURE:

- (1) Consider item by item whether the suggested measure is needed for this workplace. Tick either "NOT NEEDED" or "NEEDED."
("NOT NEEDED" means this workplace is OK for the item.)
- (2) If the measure is "NEEDED," judge whether this measure should be given high priority. If so, tick "HIGH PRIORITY."
- (3) When a specific good example is found, tick "GOOD EXAMPLE."
- (4) Describe good or bad examples briefly.
- (5) Make sure that you reply to all the items.

	NOT NEEDED	NEEDED	HIGH PRIORITY	GOOD EXAMPLE
EMERGENCY EXITS				
1. Provide at least two escape exits in every floor or every big room.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Put clearly visible emergency signs leading to emergency exits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Keep the escapeways to emergency exits cleared from obstacles.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Describe good and bad examples.</i>				

PASSAGEWAYS AND HOUSEKEEPING

4. Provide suitable marking on aisles and passageways for safe movement of people and materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Clear aisles and passageways from obstacles or other stumbling hazards.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Provide convenient storage racks for space saving, easy access and handling.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Describe good and bad examples.</i>				

WORKROOM SPACE

7. Change the positions of partitions or walls or raise the ceiling to have enough space for workers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Move machines, equipment, material stocks or work positions to provide sufficient space to move around.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Provide proper handrails and barriers for stairways, near floor openings, or at windows.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Describe good and bad examples.</i>				

	NOT NEEDED	NEEDED	HIGH PRIORITY	GOOD EXAMPLE
WASTE DISPOSAL				
10. Clear the workroom of all unnecessary wastes and materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Provide enough waste receptacles or containers of adequate size.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Provide for proper drainage of waste water.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

WORKING POSTURES

13. Change work methods so that the workers can alternate standing and sitting while at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Provide good chairs for standing workers for occasional sitting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Use jigs, lifts or other mechanical measures to avoid long-lasting unnatural working postures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

HEIGHT OF WORKING SURFACE

16. Avoid bending postures for standing workers by changing the height of equipment, controls or work surfaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Avoid work requiring high hand positions for standing workers by providing foot stands or platforms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Provide work tables of suitable height for seated workers so that high hand positions are avoided.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

NOT
NEEDED

NEEDED

HIGH
PRIORITY

GOOD
EXAMPLE

INTENSITY AND STRESS

- 28. Replace physically heavy work by using mechanical power.
- 29. Change work standards so as to allow workers many opportunities to get ahead of schedules and take short pauses.
- 30. Combine tasks so that cycle times exceed one minute.

Describe good and bad example.

COMMUNICATION

- 31. Provide opportunities for workers to talk with each other while they are working.
- 32. Avoid layouts or job assignments which require work in isolation.
- 33. Provide workers with frequent feedback on the quantity and quality of their work.

Describe good and bad examples.

SKILLS AND RESPONSIBILITY

- 34. Add maintenance, adjustment and planning tasks to routine manual work and manual tasks to routine monitoring work.
- 35. Provide workers with some choices about the way their job is carried out, together with responsibility for work results.
- 36. Combine tasks or jobs so as to form work groups responsible for internal task assignment, work schedules and outputs concerning an entire sub-unit of work.

Describe good and bad examples.

	NOT NEEDED	NEEDED	HIGH PRIORITY	GOOD EXAMPLE
MICROCLIMATE				
37. Increase natural ventilation by having more openings, windows or open doorways.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
38. Provide ventilators, electric fans, or airconditioners to have good air flow.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. Insulate or screen heat-producing objects, machinery or equipment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

LIGHTING

40. Improve daylight conditions by properly locating windows or skylights.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
41. Improve general artificial lighting or provide intense local lighting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
42. Eliminate glares or reflections which strain the workers' eyes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

NOISE

43. Reduce noise at source by using properly designed, maintained and adjusted tools or machines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
44. Screen or isolate as completely as possible the source of noise.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
45. Reduce noise reflection by raising the ceiling or using sound-absorbing materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

	NOT NEEDED	NEEDED	HIGH PRIORITY	GOOD EXAMPLE
HAZARDOUS SUBSTANCES				
46. Enclose or isolate dust-producing machines.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
47. Enclose completely the sources of hazardous gases or vapors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
48. Introduce or improve local exhaust ventilation at the workplaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

HANDLING OF HAZARDOUS MATERIALS

49. Change the work method so as to reduce possibilities for direct handling of hazardous materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
50. Provide workers with suitable protective clothing and gloves to avoid direct contact with hazardous materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
51. Install an emergency shower and a special fountains to flush chemicals from the eyes where hazardous materials are used.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

PROTECTIVE EQUIPMENT

52. Provide adequate numbers of safety footwear, helmets or gloves.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
53. Provide adequate numbers and appropriate types of protective goggles, face shields, masks or earplugs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
54. Instruct and train workers about proper use of personal protective equipment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Describe good and bad examples.

NOT
NEEDED NEEDED HIGH
PRIORITY GOOD
EXAMPLE

AVOIDANCE OF HAZARDOUS OBJECTS

- | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 55. Remove or relocate sharp or dangerous objects so that the workers' hands, feet or head may not be hurt inadvertently during work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 56. Set up clear separations or fences to prevent workers from being hit by moving materials or vehicles. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 57. Provide proper warning notices or signals wherever workers may approach a hazardous situation. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Describe good and bad examples.

MACHINE GUARDS

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 58. Attach proper guards to all moving parts of machines and transmission equipment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 59. Ensure that all machinery guards are securely fastened to the machine. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 60. Use safety devices which prevent operation of machines while the workers' hands are in danger. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Describe good and bad examples.

ELECTRICAL SAFETY

- | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 61. Prevent irregular or entangled wiring connections. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 62. Ensure that all switch boxes or panel boards are provided with appropriate covers. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 63. Provide effective grounding for all the electrical equipment. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Describe good and bad examples.

NOT
NEEDED NEEDED HIGH
 PRIORITY GOOD
 EXAMPLE

WORKING TIME AND REST

- 64. Avoid daily or weekly working hours which are too long.
- 65. Consider insertion of short breaks in addition to a long break for meals.
- 66. See that the workers can take short spontaneous pauses and find time to go to the lavatory during the working period.

Describe good and bad examples.

WELFARE FACILITIES

- 67. Provide potable and cool water.
- 68. Provide sufficient sanitary facilities close to the work area, including washrooms and toilet facilities.
- 69. Provide a separate, comfortable and hygienic lunchroom.

Describe good and bad examples.

MEDICAL PROGRAM

- 70. Ensure that workers are fully informed about health hazards.
- 71. Ensure the availability of first aid equipment and a qualified first-aider.
- 72. Conduct regular medical examinations of workers and provide ready access to treatment.

Describe good and bad examples.

CONCLUSIONS AND RECOMMENDATIONS

Clairissa RUBIO

Lundi à 12^h30 Ru vitier change
Lobby PAKOTA

FRANCISCO MONTANO

JOLLY BICO

TABLE NO

DATE

DATE

ORDER 216

AVIA 2223-0008-V-8

Blab - C' SVALVAVIN

Холерен' Служба

PIDO BEACH RESTAURANT

LIDO BEACH RESTAURANT

Noveleta, Cavite

Prop. — C. SANTAMARIA

TAN. S5352-C0309-A-9

ORDER SLIP

Date 9/18

Waiter No. 9090

Table No. 2

2	COFFEE	7.00
	JUICE	70
	S.C	70
	FRANCISCO WORTH	7.70



CENTRAL BANK OF THE PHILIPPINES

MANILA

OFFICIAL RECEIPT

FOREIGN CURRENCY CONVERSION
RECONVERSION OF PESO

THIS SERVES AS AUTHORITY AND OFFICIAL RECEIPT FOR:

Alain Wisner

PASSPORT NO. <i>75 20 30 58</i>	DATE ISSUED <i>Dec 3 1958</i>	NATIONALITY <i>Paris</i>
------------------------------------	----------------------------------	-----------------------------

WHERE STAYING? (Hotel, Apartment, etc.)

A. FOREIGN CURRENCY CONVERSION

TYPE	AMOUNT OF FOREIGN CURRENCY	RATE	PESO EQUIVALENT
TRAVELLER'S CHECKS	<i>US\$ 500</i>	<i>@ 1380</i>	<i>₱ 6930.-</i>
OTHER CHECKS			
CURRENCY NOTES			<i>14.-</i>
TOTAL (In numerics)			
TOTAL (In words)			<i>₱ 6944.-</i>

B. RECONVERSION OF UNSPENT PESOS

AMOUNT OF PESOS RECONVERTED	RECONVERSION RATE	EQUIVALENT IN FOREIGN CURRENCY
<i>P</i>		
SIGNATURE OF PERSON CONVERTING THE FOREIGN CURRENCY		

INSTRUCTIONS

Please keep your copy of this receipt. Foreign visitors may reconvert their unspent pesos but amounts should not exceed the amounts originally converted. Filipino citizens may not reconvert.

CERTIFIED CORRECT BY <i>[Signature]</i>	CLIENT'S COPY
SIGNATURE OF CASHIER OR TELLER	
Name & Address of Authorized Foreign Exchange Dealer	SERIAL NUMBER A- 1286916



FAR EAST BANK AND TRUST COMPANY

Manila Branch

Feb. 27, 1984

TO { Alain Leon Manuel } 75-2036581
Wesner } Paris
3 Dec. 1981

FOR YOUR FOREIGN CHECKS COLLECTED TODAY

- We credit your account.
- We debit your account for collection charges.
- Please claim our cashier's check.

OC #	Drawee Bank	Check #	A M O U N T		
			Foreign Currency	Converted To P at	Peso
	<u>Amexico RB108-341-699</u>	<u>695</u>	<u>1000</u>	<u>Ⓟ</u>	<u>6,930.-</u>
TOTAL FOR CHECKS					
Less our charges:					
Handling Commission					
Drawee Bank's Charges					
Doc. Stamps					<u>14.-</u>
Others					
<input type="checkbox"/> DR-SA or CA # _____					
<input type="checkbox"/> CR-SA or CA # _____					<u>Ⓟ 6916.-</u>



[Signature]

Authorized Signature

Projet de voyage de A. WISNER

à BANGKOK et à MANILLE

(18 Février - 6 Mars 1984)

Samedi 18 Février

- Départ 11 H.45 Vol TG 933

Dimanche 19 Février

- Arrivée BANGKOK 7 H.15

Lundi 20 Février

Mardi 21 Février

Mercredi 22 Février

Réunion B.I.T.

. Organisation Internationale du Travail
Bureau Régional pour l'Asie et le Pacifique
11th Floor
United Nations Building
Sala Santitham
BANGKOK 10200 (Thailand)
Tél. : 2829161, 2829171, 2829181

Correspondant : Dr KOGI

- THAI HOTEL
78 Prachathipatai Road
BANGKOK
Tél. 813 633

Jeudi 23 Février

- Départ BANGKOK 10 H.30 Vol TG 620

- Arrivée MANILLE 14 H.55

Jeudi 23 Février au Lundi 5 Mars : Séjour à MANILLE

Conférence à l'Université des Philippines
Département de Sociologie
DILIMAN QUEZON CITY (Philippines)

Correspondant : Professeur Clarissa RUBIO

- DAKOTA MANSION APARTMENT INN
555 General Malvar/M. ADRIATICO
MALATE
MANILA (Philippines)
Tél. : 59 16 31 à 40

Câble, MANHOTEL MANILA - Télex 74 20 442

ou

- SAN CARLOS APARTMENT HOTEL
777 San Carlos St.
ERMITA
MANILA (Philippines)

Tél. : 59 09 81 à 90
Câble SAN CARLOS MANILA

Lundi 5 Mars

- Départ MANILLE 15 H. Vol TG 625

- Arrivée BANGKOK 17 H.10

- Départ BANGKOK 22 H.15 Vol TG 910

Mardi 6 Mars

- Arrivée PARIS 7 H.10

Pour appeler aux Philippines faire 19/ 63 2 plus les six chiffres, mais c'est très difficile et il vaut mieux câbler.

P.S.

I just received your letter. I do hope you will be able to come here to Manila next year. There are a lot of changes taking place right now because of the reorganization of our college - we have split into 3 Colleges of Social Sciences + Philosophy; Arts + Letters; + Sciences + Mathematics. So you can imagine the administrative + academic problems of the split.

Perhaps when you come, I may consult you about my research?

Dec 1983

Dear Prof Wisner

禧 Season's Greetings
賀 Meilleurs Voeux
新 Felices Fiestas
禧 Поздравлено
禧 Maligayang Pasko

My greeting to you + your family especially
this coming new year!

Sincerely,
Clarice

19 Décembre 1983

Monsieur le Professeur Sainsaulieu
Directeur du Centre d'Etudes Sociologiques
82 rue Cardinet
75017 PARIS

Mon cher collègue,

Je vous fais parvenir ci-jointe une photocopie de la lettre et du texte de Clarissa Rubio. Je vous remercie de votre proposition de rédiger à son intention des commentaires; il me serait éventuellement possible de les compléter oralement si vous le jugez bon.

Je suis disposé à emporter dans mes bagages la bonne thèse que vous avez citée et, éventuellement, un ou deux livres que notre laboratoire pourrait lui acheter.

Veillez agréer, mon cher collègue, l'expression de mes sentiments très cordiaux.

A. Wisner

Emanuel V. SORIANO

818. 21. 25

818. 22. 20

Danny 58. 65. 24 (UP. Hh)

1540 San Marcelino
Hermita



MINISTÈRE DES UNIVERSITÉS
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le 15th December 1983

Madame le Professeur C. RUBIO
Department of Sociology
College of Arts; Sciences
University of the Philippines
DILIMAN, Quezon City
PHILIPPINES

Dear Pr Rubio,

I have been very happy to receive your kind letter and your interesting document. I see that you have worked a lot and that your work is always fruitful.

I have just had P^A SAINSAULIEU at the phone and he has volunteered to read your text et give a written comment I will bring you. He will also suggest some litterature I can take with me. Can you also tell me what you would like me to put in my luggage; the lab can buy books and lend/give to U.P. We have quite a lot of books on the effects of computerization here but they are not so adequate to your problem.

I am now nearly sure to stay 2 weeks in Manila and Philippines between Monday 20th February and Thursday March 8th but I have also a few days to spend in BANGKOK at ILO with Professor KOGI at the beginning or the end of my travel to South East Asia. During these two weeks, I have to relax a little but also to work with you and perhaps give the rather precise theoretical approach we have now in our group about anthropotechnology. The main questions being the anthropotechnological islands of which your company seems a rather good example and the transfer/adaptation of organization related to the local industrial society. If the situation is quiet enough to do it, I will be in a position to give 1-3 seminars/conferences on these subjects, but as usual, it is not a need.

You shall find under the same cover a letter to the cultural attaché of the french embassy about your return to PARIS in September 1984.

I am happy to see you soon.

Happy Christmas and good New Year with Peace and Hope.

Truly yours.

A. Wisner

P.S. I will write you later to comment precisely your paper but I can tell you that you are in the right way.



MINISTÈRE DES UNIVERSITÉS
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le

Je soussigné, Professeur au Conservatoire National des Arts et Métiers, ancien Professeur Invité à l'Université des Philippines, certifie que le travail de préparation de thèse de Mademoiselle Clarissa Rubio, Professeur à l'Université des Philippines, a atteint un niveau d'élaboration qui correspond à la troisième année de Doctorat.

Cette affirmation repose d'une part sur un important document reçu récemment qui donne le plan détaillé de la thèse, sa méthodologie, ainsi que des parties rédigées. Mon opinion correspond aussi aux entretiens que j'ai eus avec Mademoiselle Rubio au cours de mon dernier séjour aux Philippines, et à la visite que j'ai faite avec elle de la compagnie des téléphones où se réalise sa recherche. J'aurais de nouveau la possibilité de travailler avec Mademoiselle Rubio en Février 1984, à l'occasion d'une nouvelle visite à Manille.

Je donne un avis très favorable à la poursuite du plan de préparation de thèse de Mademoiselle Rubio qui prévoit un séjour d'un an en France, de Septembre 1984 à Juin 1985, pour permettre l'exploitation des données, la discussion des résultats, la rédaction et la soutenance de la thèse.

Fait à Paris le 19 Décembre 1983

Alain Wisner

19 Décembre 1983

Monsieur Run
Attaché culturel
Ambassade de France
MANILLE (Philippines)

Monsieur l'Attaché,

Mademoiselle Clarissa Rubio, Professeur à l'Université des Philippines, a suivi une formation d'un an dans notre laboratoire. Elle a également bénéficié, pendant cette période, des enseignements du Centre d'Etudes Sociologiques que dirige le Professeur Sainsaulieu.

Comme vous le verrez sur le certificat ci-joint, que j'ai rédigé à l'intention des Autorités de l'Université des Philippines, le travail de Mademoiselle Rubio me paraît progresser de façon tout à fait satisfaisante, et je soutiens pleinement le projet d'un séjour d'un an en France, à partir de Septembre 1984.

Au cours de mon séjour à Manille, à la fin de Février 1984, j'espère qu'il vous sera possible de me recevoir, à propos de Mademoiselle Rubio et pour d'autres problèmes relatifs aux relations culturelles franco-philippines.

Veillez agréer, Monsieur l'Attaché, l'expression de mes sentiments dévoués.

A. Wisner

29 November 1983

Dear Professor

Thank you very much for your letter of 17 October 1983. I was very glad to hear from you and know of your plan to visit here in 1984. All your friends here will be looking forward to your visit.

I have been continuing work on my thesis. It had taken me some time to conceptualise and plan my research. I find myself limited by the lack of books on the sociology of work and ergonomics. And especially, it has not been easy working without guidance. I am not sure if my work is acceptable and meets your academic standard in France, especially yours + Prof Léniaulieu's.

Enclosed is a draft of my research conceptualisation + plan. May I have your suggestions + comments as to how I can improve my thesis?

I have done much of the background study including the PLOT history, telephone switching technology, + training. Currently, I am gathering data on the organisational change in the company. However, my work has been affected by the lack of or inadequacy of data due to several reorganisations + re-location of some offices. In past few months, the PLOT has also

been having some labor problems. Sometimes I feel that I am not progressing as fast as I would like to. In any case, I hope to do my survey & observations of engineers & technicians and my worker case studies starting January 1984.

Regarding my work and the University, since I do not have any papers of enrollment in any French University for a doctorate, I am in need of a certification including the progress of my work from my professor. May I request your help about this?

M. Ruse of the French Embassy here in Manila had informed me over the telephone that they are planning to schedule me for September 1984 to go back to France. Would you have any suggestions about preparations I should make about this?

I am truly grateful for the encouragement and help you have been giving me. And I hope in the future to be able to contribute to the study of ergonomics & sociology of work not only in my country but also in other places.

May I look forward to hearing from you soon, Professor?

Sincerely,

Clarissa Rubio

**Computerisation and Its Effects on Human Labor:
The Case of PLDT's Telephone Switching System**

	Page
Introduction	1
The Computer in Developing Societies	2
The Computer, Work and the Worker	4
Computer Manpower, Education and Training	5
The Computer Effects on Work: A Conceptualisation	6
Focus of the Study	9
Objectives	9
Methodology	10
Rationale	11
Data Requirements	11
Significance of the Study	21
Limitations of the Study	23
General Outline of the PLDT Case Study	24
PLDT: Brief History and Background	25
The Telephone Switching Technology: The Strøwger	
Electro-Mechanical Step by Step vs. The	
Stored Program Control Electronic System	31
PLDT's Technical Training Center	37

Computerisation and Its Effects on Human Labor

The desire for rapid industrialization has encouraged many developing countries to take in various forms of technology from the advanced countries. Viewed as an important tool for economic development and industrialisation, new machines, materials and technical knowledge have become part of their own growth efforts. The example provided by the industrialised countries have shown them that modern technology has improved production processes, led to new forms of institutions, increased social mobility, offered a wider range of opportunities, paved the way for new value orientations and changed modes of life. The international transfer of technology through technical information, machines and transplanting of entire factory infrastructures appear to them to be the quickest ways of achieving their goals. This has been through sale, loans, aid or technical cooperation whereby new technology has very easily filtered into the technical systems of the developing countries from household gadgets, sports equipment to computers and factory machinery.

Systematically the advanced countries are actively drawing the interest of the developing countries in acquiring their new technologies. They have tried to encourage the purchase of new technology, included it in their development packages and incorporated it in their loan assistance projects. The newer, more advanced technology is more attractive to the industrialising countries to acquire as evidence of their progress toward the ways of the advanced countries.

Though the flow of the newest most modern technology to the industrialising societies continues unabated especially with the competition among the advanced countries for the market, the acquisition of modern technology is not a guarantee to achieving development. Existing insti-

tutional, social and technical structures are unable to copewith some of the consequences of technology use resulting in serious societal problems. Limited capital, lack of skilled manpower, differing work climate and inadequate equipment maintenance has led to production below actual machine capacity. Environmental problems have resulted due to inadequate equipment and poor management of production processes such as harmful industrial wastes.

Machines are made to operate in conditions far different from that in industrialised countries where they have been conceived and designed. Increased demands of more efficient machines which are capable of longer work hours and heavier work load cannot be met with suitable working conditions. In many cases, this has resulted in workers' poor health, inefficiency and low production.

The Computer in Developing Countries

The computer, a machine conceived by man to facilitate his activities in the performance of his tasks through programmed instruction, is among the most important technologies being transferred or transported to the industrialising countries. It consists of equipment called hardware such as the visual display unit (VDU), printer, and brain or central processing unit; and software which are programmed instructions controlling operations. In the same way that the radio and television have become significant media for transmitting the ways of Western societies, the computer is introducing new modes of thinking and ways of doing things. In recent years, advances in computer technology such as integrated circuits, ^{and} optic fibres, have led to cost reduction and smaller size ^{making} it more attractive and accessible to the poor countries.

Various spheres of life in these countries have been invaded by the computer such as medicine, banking, agriculture, manufacturing and leisure. Computer technology has gradually diffused to the developing countries which have begun to acquire computer aided or controllable equipment. Among the more recent in roads are in word processors and computer controlled telephone switching equipments. Computers in communication systems have come to mean more and greater efficiency and service capability.

Since technological progress favors the improvement of processes of rationalisation and control, the computer is increasingly becoming an important component of the industrialisation process. Computer controlled and computer aided machinery are becoming added features in factories. The computer's capacity to calculate, logically assess and make decisions, simulate events, and control necessary tasks has made it an attractive addition to technology being transferred to the developing society. Through systematisation, computer technology introduces a new mode of thinking wherein rationality and efficiency underlie human activities. Tasks previously time consuming, routinary or complex are controlled, facilitated or simplified.

The computer is still a recent addition to these developing countries and its impact is only slowly being felt. In the advanced countries some questions have been posed regarding its impact on work organisation and behavior. On the other hand, its centralisation of information concentrates power among a particular group which uses it for decision-making. ^{While} The rigidity the computer introduces on work sequences can serve as a constraint to innovative activity and regiment work patterns, ~~the computer can take over much~~ the computer can take over much of the tedious, time-consuming and routinary jobs leaving the worker

free to do other tasks. However, the computer as a more efficient, accurate machine which poses no labor problem to the employer may gradually reduce the worker to a secondary role where his job is simply to feed data and await computer decisions. In this case, he becomes a mere adjunct in the machine production process.

The Computer, Work and the Worker

Transfer of technology involves contact between two societies, the source and the recipient. Contact implies a transformation wherein social, cultural and technological structures undergo changes and modifications with the adoption of the new technology. The recipient culture will experience changes as a consequence of the new technology introduced. One such transfer is the computer coming from an advanced society. Its impact will be evident in the accommodations and adaptations of the existing socio-technical system of the industrialising society. Specifically, an enterprise acquiring modern computer technology has to contend with cultural diversities such as the culture and social organization of work and the technical level.

Better technical equipment and knowledge mean more rapid and efficient ways of performing tasks directed at the production of goods and services. Such technology coming from the advanced countries will mean improving work through the use of machines that will facilitate its various stages. The advent of the computer in industry has led to demands for highly specialised components such as semi-conductors, silicon chips, etc. and their mass production. In addition, its operation and maintenance require well-trained and skilled personnel. The computer means faster pace, greater accuracy, and efficiency in operations and maintenance activities. Changed work demands alter work rhythm resulting in modified work patterns and worker habits.

Computer Manpower, Education and Training

A consequence of the introduction of highly specialised computer technology has been the increased importance of technical training and education in industrialising societies. As a result of the movement toward computerisation, there is greater demand for computer engineers, programmers, and systems analysts. A significant aspect of the adaptation of their technical systems is the need to provide highly skilled technicians who will operate and maintain the computer facility. For this purpose, mechanisms to identify, select and train personnel in computer hard and software are required on an escalating scale in various enterprises.

However, the developing countries are unable to cope with the demand. Presently, there still exists a wide gap between the present level of computer technology and manpower expertise. In its desire to develop a technical system the calibre of the advanced world, the industrialising society rapidly tries to absorb much high level technology and produce computer experts. However, the rate at which computer technology is being imported is much more rapid than the improvement in skills of the available manpower. Programmers, systems analysts, operators and key punchers are increasingly needed. Since computer technology is of a highly specialised nature, technical knowledge such as special computer languages is required in its operations. Therefore, in the Philippines, there is a continuing need for manpower development along computer related jobs such as operating computer aided machinery, manufacturing computer components and servicing computer installations. With the fast rate of acquisition of computer installations in the country, technical support services also have to keep pace.

The introduction of new computer technology necessitates adaptation and adjustments in the socio-technical system of the recipient society. At the technical level, arrangements are made to incorporate the computer into the system for efficient operations. Since the computer has very delicate and sensitive mechanisms, spatial and physical adjustments are provided for such as adequate temperature and humidity, dust-free environment, continuous power supply and re-arranged work spaces. These conditions are not in fact a normal part of the workers' life in the industrialising society. Where possible, the interfacing of the old and new technology is done to facilitate the transition to the new one.

New computer technology introduced to the developing society brings about modifications in work organisations, procedures and relations. A restructuring of the work organisation is evident in the hierarchical arrangements of roles and statuses. New tasks and additional functions consequently modify the division of labor where distinct roles are identified and work centring on the computer may be assigned.

Incorporating a computer in the working arrangements alter its flow and rhythm. Communication patterns and decision-making are reorganised according to the new technology. Stored program packages which control or determine tasks may take the place of telephone conversations and written memos; and change the extent of worker contacts. Worker groupings may be determined by the role of the computer in the individual's daily work load. Therefore, alteration not only of how work is organised but also which workers will be together is dictated by the new technology.

Another consequence of the introduction of computer technology is the emergence of a distinct socio-professional group, the computer technicians. Computers come from a society with a high level of specialisation where there is a firmly established computer culture. Work revolving around computer technology is undertaken by a significant sector of its technical work force. This group of experts have distinguished themselves by their particular training in computer engineering, science or management; highly technical language; distinct work patterns and principles dictated by a machine of unique characteristics - the computer. The computer is capable of controlling operations, sequences of tasks and even making decisions. Their work with the computer therefore is unique from men's work with other machines.

In their exposure to computers, not only do workers acquire new technical skills, they also experience a novel exposure to the world of highly specialised technology where accuracy, logic and a distinct rationality is the rule. Its lasting impact is evident in the new technical language they learn, the special skills and differing work demands which contribute to giving them a new orientation that sets them apart from others who have not had the same training. Their highly specialised skills accord them a new status in the work organisation where their expertise is a rare commodity. The enterprise's recognition of their significant role accord them elite status with its accompanying privileges.

A new *stratum* of workers is emerging - and these are the programmers, systems analysts and computer technicians who are increasingly becoming significant contributors to the industrialisation process

because of their specialised technical knowledge. This group of workers whose work revolves around computers has distinguished themselves from other workers by their high level of technical skill. Many of them can be found in key positions in large organisations where they have access to or control strategic information limited to only a few. Special status is conferred on them by the organisation in recognition of their technical expertise. In many cases, their access to confidential data and key role in planning, budgeting and programming gives them elite status in the corporation.

Furthermore, working together with their co-workers who are mostly confined to the computer department or section isolates them from others in the company. The nature of their work, the hours they keep, and the physical limitations of their geographic area of movement keep them closer together.

The great demand for computer skills have kept many of them mobile moving from one enterprise to another increasing the number of their contacts with their fellow experts. Their fast changing field necessitates their keeping abreast and in touch with others of the same level of expertise in other enterprises. This they do through organisations such as computer societies, business clubs, consultancy work, and seminars.

All these factors contribute to the development of a distinct orientation and mental representations. They come to have attitudes and perceptions influenced by their close links with computer technology. A distinct pattern to their life emerges wherein their aspirations, social contacts and mode of life are affected by the nature of their work.

Focus of the Study

As computers are incorporated in the technical systems, changes may be expected in the cultural, technological and social dimensions of the work situation, the workers and their socio-professional characteristics and orientation. The study focuses on the effects of computerisation ^{on} ~~the socio-~~ technical system and the workers in the organization.

In particular, the case of the Philippine Long Distance Telephone Company (PLDT) will be studied focusing on the change from the electro-mechanical strowger step by step type (SXS) of telephone switching technology to the Stored Program Control electronic switching (EWS-SPC) and the operations and maintenance activities of the engineers and technicians. The study covers three major aspects namely, the technology change and its new learning requirements; changes in the work environment and worker orientations.

~~It has the~~

Objectives:

1. To determine the sociological components of computerisation
 - a. To describe the nature of computerisation as a form of technology change
 - b. To identify the social and technical requirements of computerisation in terms of training, technology and physical environment at work
 - c. To describe the socio-economic and professional background of the workers
2. To study the consequent social cultural technological transformation brought about by computerisation
 - a. To describe the socio-technical system and its changes due to computerisation

- b. To determine and analyse the effects of computerisation on work particularly the socio-technical system, work procedures and worker attitudes
- c. To identify and describe the socio-professional group of workers that emerges with computerisation

Methodology:

The case of the PLDT Co. will be studied with particular emphasis on the computerisation of its switching system and its operation and maintenance. Three telephone exchanges in various stages of computerisation of switching equipment will be selected specifically those using fully computerised or Stored Program Control (SPC) Switching and Strowger Step by step (SXS) or electro-mechanical system and a combination SXS and SPC.

Management personnel who are directly involved with the planning and implementation of the SPC switching system are interviewed as key informants. Engineers and technicians working in the 3 selected exchanges will be interviewed. Case studies will also be conducted of workers of various skill levels. Documents such as technical materials, annual reports, and manpower data are also utilised as data sources.

Rationale:

Computerisation, by its very nature of systematising man's work activities becomes part of the key functions of work organisation. Oftentimes, it controls, monitors and systemtises information; controls and facilitates production processes; and assists in decision-making and forecasting activities.

In the communication system, switching is at the heart of the service rendering process of the telephone enterprise. The shift in switching equipment from the electro-mechanical to the computer controlled type is a radical change which alters the operations and maintenance activities of the telephone system, and consequently, its engineers and technicians, the organisation and their work. A case study of the introduction of computer technology serves to gain insights into the sociological factors in computerisation and its consequences on man and work.

Data Requirements:

I. General Background of PLDT

- A. Brief Company History
- B. Brief History of Computerisation Experience
- C. Description of PLDT Company (includes organisation and goals)
- D. Present Status of PLDT

Computerisation particularly the SPC Electronic Switching System

E. History and Background of Change to SPC Electronic Switching Technology

F. A Comparison of the Features of the Strawger Electro-mechanical Step by Step Switching with the Stored Program Control Electronic Switching System

II. PLDT Technical Manpower (Background)

- A. The Technical Training Center
- B. Training for the SPC System
- C. Manpower characteristics (General)

Manpower characteristics Particularly the Technical Personnel
of the Switching Centers

III. Management Attitudes and Perceptions of Work, the Worker and Technology

A. Technology and Work

- 1. value/utility for work
- 2. impact on work
- 3. demands on the worker
- 4. Problems regarding shifts to new technology
 - both actual and anticipated includes: technical, social psychological organisational, personnel recruitment and selection, technical training and upgrading

B. Technology Effects on the Worker

- 1. job performance
- 2. mobility
- 3. attitudes

IV. Three(3) Case Studies of Telephone Switching Centers (Exchanges)

A. Technical data

- 1. Service area coverage as of 1983
 - number of subscribers per 1,000 population
 - geographic area
- 2. type of switching equipment: whether fully SPC, SXS or combination
 - Organizational chart/Plantilla (Inside Plant; SPC, SXS, Combination SPC and SXS)

3. telephone maintenance

- total number
- types of troubles (regular, unusual)
- location of troubles (inside plant or outside plant)
- how identified and repaired (manually, software)

B. Physical/Environmental Characteristics**physical layout****equipment****worker distribution in physical space****ambience****temperature, humidity****air quality****noise level****C. Manpower****1. total employees****2. total technical personnel**

- engineers/technicians inside Plant according to type
of positions

3. number of employees, positions by shifts**D. Work Organization****1. Hierarchy of Work**

- Plantilla
- types of positions, job specifications and skill
requirements
- division of labor
- authority and span of control
- work groups and teams by type of work

2. work rhythm/work cycle

- work hours (regular, overtime) by type of position
- time allocation by tasks (daily, weekly, etc.)
- shift work; night work

3. Work flow

- network of flow of maintenance work
- network of flow of operations work
- communication patterns
 - forms/means of transmission
 - nature and content of messages (types)
 - frequency, scope (e.g. operations)
 - extent of contact among subordinates and co-workers

Data Requirements**E. Survey of Technicians/Engineers****1. Employee Characteristics and Background****a. age, sex, marital status**

residence, province of origin, where spent early years of
 life (first 15 years), length of stay in Manila
 Father's occupation

b. Education and Professional Experience

Highest educational attainment

Job history

Length of experience with computer technology (General)

Reason for undergoing computer training

Expected benefits from computer training

Career Pattern at PLDT

first job to most recent

duration of each

designation and position

department

Length of stay at PLDT

Most recent promotion

Training undergone at PLDT

Type

Duration

Location

Position prior to change to SPC technology, if any

Length of experience in SXS technology

Length of experience in SPC technology, if any

2. Attitudes and Perceptions

a. Ideal job/worker characteristics

elements of a good job

principal quality of work demanded by SPC/SXS technology for better usage of system

ideal time allocation

b. Technology Characteristics

importance/usefulness of SPC/SXS technology for work
social/technical problems hindering change/shift to
SPC from SXS technology

cost, time

reorganization demands

whether SPC changed own work

toward PLDT computerisation in general

c. Technology SPC or SXS) effects/consequences on work situation (general)

work aspects modified

spatial utilisation/arrangements

new training and other requirements

rate of occurrence of incidents/accidents

positive and negative effects on employment

d. Technology effects/consequences on Worker (Individual)

reactions to introduction of SPC technology

tasks modified/altered/eliminated

on worker behavior/work load

monotony vs. routine

efficiency

decision facility

dependence vs. independence

initiative/inventiveness

e. Of work

work load (major tasks and time allocation)

work hours

% of time spent with SXS/SPC equipment

shift work

worker contacts at work

number of persons encountered in normal work day

degree of dependence on others/on machine

nature of contact (e.g. work related/non-work
related, frequency, duration, form)

company activities that may accompany resulting work
relations due to New SPC technology

f. Aspiration

for self in the job

change of job/promotion/training of current job
or another job

for children

education related to computer, not related to
computer

similar to worker's own education

social mobility

considered necessary conditions of success in life

~~perceived obstacles to social mobility~~

satisfaction

criteria for determining salary fairly

with salary in relation others in company/to others
outside company

whether salary sufficient to carry on normal life

g. Mode of life

family living conditions

income: main source, others

whether other members of household working; member of dependents

housing: rented/owned/leased

distance of residence from work place, means of transport to work, travel time

educational attainment of children

h. Leisure, social contacts/participation

leisure types/forms, location, frequency and preference

for co-workers/family and others; preference for

co-workers in same vs. different department

membership in professional/social organisations,

position, extent of participation/involvement in

activities

Worker Case Studies:

- 1 Technician/Engineer in an SPC System (fully computerised)**
- 1 Technician/Engineer in an SXS System (Non-computerised)**
- 1 Technician/Engineer in a Combination SPC and SXS System (part computerised, part electro-mechanical)**

1. Background and Professional Experience

- a. highest educational attainment**
- b. training experiences (type, location, duration)**
 - computer related (general)**
 - telephone related**
 - special training with SPC**
- c. current job at PLDT**
 - skill and position classification**
 - length of time in current job**
 - most recent promotion**

2. Attitudes toward work in general

- a. work characteristics of SPC vs. SXS Technology**
 - quality**
 - difficulty**
- b. Technology effects on work**
 - changes in tasks**
 - changes in work load**
- c. attitudes toward technical training**

3. Workers' Operational Image of Work

- a. work demands**
- b. time allocation**
- c. task description**
- d. work flow**
- e. contact with other workers**

4. Items of Observation**a. tools - hardware, software****b. tasks**

- decomposition into segments, sequences
- workflow, work cycle and daily work load

c. duration of work

- time allocation
- pace
- % mental, physical/manual
- % handling SPC or SXS equipment of total work

d. contact with other workers

- % of work time with co-workers
- interchangeability of tasks
- nature of contact

e. worker relation with switching technology

- % of worktime spent with new technology
- (SPC); with old technology (SXS)
- % of work time dependent on technology to accomplish tasks

Significance of the Study

Technology of various forms and uses have been transferring from the industrialised to the industrialising countries. These range from equipment used in factory production and office work to medical instruments and machines for leisure preoccupations. In many cases, few if any adjustments and adaptations of new technology to an industrialising society's unique socio-cultural climate are made. Other than technical adjustments to incorporate modern technology in the socio-technical system, little attention has been given to its possible and far reaching consequences on the recipient society. In particular, the role of cultural differences and shift in technology as accounting for distinct work orientations, patterns and relations has been overlooked in the Philippines.

Technology and its impact on culture and society has been gaining interest in the study of social change in developing countries. One such technology which is relatively new to these countries is the computer. In the Philippines, computer technology transfer is occurring at a very fast pace. The computer has begun to invade various spheres of life of the Filipino, from work, to health to leisure. It is increasingly playing an important role in assisting or modifying his work in order that he may more efficiently perform his tasks. It has influenced his thinking in that it has demanded a particular logic and rationality in his work. The computer has also altered the arrangements and organisation of the technical environment because of its operational requirements.

In the Philippines, there has been no systematic sociological study on the computer and the society particularly computerisation and its effects on man and work. A study of the significance of the computer, particularly the interaction between man and the computer during the work process and its consequences on work will decidedly be very useful inputs in understanding the process of technology transfer in a developing country like the Philippines.

Limitations of the Study

Computerisation will be studied within the context of technology change rather than transfer due to limitations of resources and accessibility. The transfer of technology aspect will be referred to as part of the background of the study.

A General Outline of the PLDT Case Study

I A Brief History of Computers in Philippine Society

- A. The Present State of the Industry**
- B.. Computer Manpower Training and Education**
- C. Problems and Prospects for the Future**

II. The Case of the Philippine Long Distance Telephone Company

- A. Brief History and Background: A General Description of the Company**
- B. PLDT's Computers and its Computerisation Experience: A Historical Background**
- C. Telephone Switching Technology: A Comparison of the Old and New Technology**
 - 1. The Stronger Electro-mechanical Step by Step Switching: An Old Technology**
 - 2. The Stored Program Control Electronic Switching: A New Technology**
 - 3. PLDT's Two Technologies and their Requirements: Manpower, Training, Socio Technical, Physical**
- D. Operations and Maintenance Activities in Telephone Switching**
- E. Three Case Studies of Telephone Exchanges (PLDT Central Offices)**
 - 1. An Exchange using the Stronger Electro-mechanical Step by Step Switching Technology (Non-Computerised)**
 - 2. An Exchange using the Stored Program Control Electronic Switching Technology (fully computerised)**
 - 3. An Exchange using a Combination Stronger Electromechanical Step by Step and Stored Program Control Electronic Switching Technology (combined computerised and non-computerised)**

The Philippine Long Distance Telephone Company

Brief History and Background

The initial installation of the Philippine telephone system was in 1905 with the establishment of the Philippine Telephone and Telegraph Corporation. Twenty-five years later, the Philippine Long Distance Telephone Company (PLDT, CO) with the controlling stock held by the General Telephone and Electronics Corporation of New York (GTE) was incorporated by virtue of Act No. 3436 of the Philippine Legislature.

Before the outbreak of World War II, there were 62 toll stations servicing 31,419 telephones of which 26,000 were servicing Manila. Its work force totaled 1,083 employees, 44 of whom were foreigners in management and operations. However, the PLDT system suffered destruction, during the war. Firstly, the retreating USAFFE forces tried to destroy the system to prevent the enemy from making full use of it. Secondly, the telephone system lacked proper maintenance during the Japanese occupation. Thirdly, the shelling, bombarding and strafing by the American Liberation forces reduced the system to virtual ruin.

Reconstruction was started by American Military authorities after the war and by December 1945, limited service to the civilian population was available. In August 1947, the company resumed operations with its former employees many of whom were employed in the American Army. Rehabilitation was hampered by lack of financing and compounded by the worldwide shortage of telephone equipment and materials. Filipino engineers and technicians ingeniously made operational equipment and facilities that would normally have been considered as junk. By 1949, 1200 telephones were back in operation and the Company's southern exchanges were reopened.

There were 33,712 telephones in 1953 with an additional 43 toll stations. In the same year, the Company had its first resident American

president who started the process of converting the provincial manual exchanges into automatic or dial operation.

The micro wave system started operations between ^{the provinces of} San Fernando, Pampanga and Tarlac in 1960. By this time, the company had 84,821 telephones and 169 toll stations, and employed 1,413 workers. The PLDT system was also interconnected with 29 exchanges owned by other private companies and 8 others operated by government bodies.

The aftermath of the war initially meant reconstruction and rehabilitation for the country including its telephone system. This was also the beginnings of the growth and development of Manila. Urbanization brought about an increase in population in Manila and consequently telephone service requirement increased rapidly in Manila and its outlying cities such as Manila, Pasay, Quezon, Caloocan and Makati which became the new business center of the country. There was a great need for the expansion of services in terms of more telephones per thousand population over a wider area. The company continued its links with GTE through purchase of equipment and technician training.

Feeling the demand for more and better telephone services the following year, the company embarked on a massive expansion and service improvement program - telephones and the extension of the microwave radio carrier system for domestic long distance service. In addition, to expanding its domestic system, it improved its overseas network with the installation of a submarine cable between the Philippines and the United States. The first phase included the installation of more than 42,000 telephones.

In 1967, the Philippines became part of the Communications Satellite Corporation (COMSAT), a consortium of various nations around the world which launched the satellite communications system. PLDT provided the overland link between the earth station operated by the Philippine

Communication Satellite System (PHILCOMSAT) and its Manila office to carry the satellite traffic.

In the same year, the PLDT Co. became Filipino owned with Ramon Cojuangco as its first Filipino president. GTE of New York however, continued to maintain an interest in the Company. By this time the telephone equipment had undergone transition from the pre-war model to the electro-mechanical switching equipment, a step by step system which modernised switching, receiving and transmission.

By the early 70's, there was a marked increase in demand for telephone service to link the outlying cities to the metropolis. By this time, the electro-mechanical switching system or step by step was becoming outdated and inadequate.

The Filipino management enlarged the scope and accelerated phase II of the Company's existing expansion program. It also increased middle management to improve operations and established a plant training department in order to upgrade the skills of plant technical employees. Courses were organized to train its technical personnel both inside the plant and outside the plant or in the field.

A major reorganisation was undertaken by PLDT in 1972 to decentralise its operations diffusing authority and responsibility giving full control and responsibility to district managers, their supervisors and foremen.

Presidential Decree No. 217 promulgated in 1973, authorised the adoption of compulsory subscriber investment programs in the telecommunications industry. This decree requires telephone subscribers to provide partial funding of the company's capital requirements as part owners. The company introduced its Subscriber Investment Plan in October 1973 requiring new customers to invest in PLDT 10% preferred shares in amounts varying according to the type of service involved.

Phase III of PLDT's service improvement, expansion and modernisation program covered the period 1973 to 1978. By its last year, its installed telephones totaled more than half a million. It was also during this phase that the company started its rural telecommunications development program to aimed at extending its services to the outlying areas.

As early as 1974, the PLDT management started looking into the technological possibilities for the improvement, modernisation and expansion of its telephone services particularly the adoption of the electronic switching system. Various competing systems were studied to determine which would be the most appropriate for the company.

In 1977, PLDT invited bids from the world's major manufacturers and suppliers of electronic switching systems. After evaluation of various bids, PLDT finally decided on the computer controlled electronic switching equipment (SPC switching system) manufactured by SIEMENS AG of West Germany as the suitable telephone technology to cope with its changing needs and service requirements.

At present, the Philippines has 62 telephone entities, the three major ones consisting of the PLDT, Bureau of Telecommunications and the Armed Forces of the Philippines. The PLDT owns more than 92% of the total 735,302 telephone handsets all over the country. (Villa, Rod Jr. Series, "Special Report: 735,302 Phones All Over RP Today", Bulletin Today, 22 August 1983, pp. 1 and 8). There are 477 telephone units for every 100 persons in Metro Manila, 2.25 per 100 persons in urban centers and .24 per 100 persons for the rest of the country. (Villa, Rod Jr Series No. 2, "Special Report: PLDT's Expansion Plan" Bulletin Today, 3 August 1983, pp. 1 and 8).

PLDT owns and operates the automatic telephone exchanges with switching centers. Fourteen of these are found in Metro Manila and 12 are in the provinces. Among those located in Metro Manila, 6 use

the electro-mechanical switching equipment or step by step (SXS) system (known also as the conventional system), 2 use the computer control electronic switching system (SPC) which 6 use a combination of the conventional and SPC systems

PLDT currently owns and operates 97 toll stations in various municipalities throughout the country, many of which do not have a local telephone systems. It is also the largest supplier of both domestic and international long distance telephone service in the country. Domestic toll service is carried out through the company's microwave radio carrier system as well as the Domestic Satellite Communications System (DOMSAT).

It also provides communication links to various entities and institutions located in otherwise inaccessible places such as mining sites, agricultural plantations, sugar and copra mills, oil refineries, research laboratories, hospitals, schools or orphanages. PLDT TV transmission facilities between Manila and the Visayas Region make possible the simultaneous airing of TV programs in these places. In addition, PLDT provides leased lines for voice, data and facsimile transmission for use other entities.

To the electronic telephone subscribers, special services are available such as abbreviated dialing, do-not disturb, out-going call barring, dedicated connection, camp-on-busy, priority subscriber, routing-to-intercept number and follow-me service features. As of the first quarter of 1983, more than 17,000 electronic special services have already been installed. Direct distance dialing also enables electronic telephone subscribers to dial directly without operator assistance to 9 major Philippine Cities and key places in 22 countries around the world.

As of April 1983, PLDT records a total of 613,751 telephones distributed among various types of subscribers such as single users, party lines and business users. Of these telephones, 85,853 are EWS telephones in Metro Manila or those being serviced by the SPC switching system. During the same period, the company had a total work force of 12,557.

**The Telephone Switching Technology: The Strowger Electro-Mechanical
Step by Step (SXS) VS. The Stored Program Control Electronic (SPC)
System**

1. Technical features

- a. main components/equipment**
- b. service capabilities**
- c. advantages and disadvantages; limitations**

2. Technical Requirements

a. physical/environmental conditions

- space
- noise level
- temperature and humidity
- air quality
- ventilation

b. Staffing

- personnel qualifications
- personnel requirements
- job specification per skill/position
- comparison of job modification/alteration/abolition

c. Operations and Maintenance Activities (Inside Plant)

- key activities
- telephone troubles (including regular, typical, unusual, etc.)

3. Training Requirements

a. Courses - regular/special

- types by skill
- structure
- location (local or foreign (German))
- Inside plant; outside plant

b. recruitment, selection and placement

- regular recruitment
- the out of School Youth Training Project

c. Problems and future prospects

- technical
- instructional
- socio-psychological

The Electro-Mechanical Switching System

Installed during the pre-war years, the electro-mechanical switching system ^{is} commonly known as the Strowger step by step system made up of switches and relays. Its equipment consists mainly of line finders, connectors, ^a power generator and a main distributing frame which connects the inside plant with the outside plant.

The Control mechanism is ^{through} relays. And the system is operated and maintained manually by switchmen. The step by step system requires a big space, i.e. sq. m./line. However, its environmental requirements such as relative humidity, temperature, air quality, and ventilation are not stringent. The noise generated by the switches and relays reach an average of db.

The system is backed up by AC power and can therefore continue operations even if a 50% breakdown occurs. All its operations and maintenance activities such as fault detection and repair is manually done. These factors plus its lack of stringency regarding its environmental requirements have accounted for its long lasting usefulness in the company. However, its use of the party line system and out-dated equipment do not make for efficient telephone usage in these modern times.

Operations and Maintenance of the Strowger step by step system is time consuming and requires skilled technicians. In terms of manpower requirements, there is need for switchmen of different skills, framemen, and helpers. The switchmen perform regular maintenance, routine testing and inspection of switches; and such as lubrication, adjustment, and repair of mechanical and electrical parts of switches. The framemen maintain the rackworks and the ^{SWITCHMAN} helper [^] assists as an apprentice.

Both corrective and preventive maintenance is needed of switches and relays. Telephone trouble is manually detected and corrected. For instance, lubricators, contact relays, wipers and mechanical adjustments are common areas of trouble. Defective parts are manually replaced. This requires several man hours to accomplish and involves several technicians at various stages of the work, from fault detection to fault correction.

The Stored Program Control Switching System

The computer controlled electronic switching system more specifically called the Stored Program Control (SPC) Switching System is mainly controlled by a processor. Its hardware or equipment is composed of the central processing unit and memory, and the switching network. Switching is automatic and computer assisted. SPC system and maintenance specialists undertake the switching operations and maintenance activities either at the exchange or remotely through an Operations and Maintenance Center. The advanced level of technology is evident in its smaller space requirements, i.e. sq. m/line compared to the ~~strawger~~ step by step system. Unlike the latter however, the SPC system components are fragile and sensitive to environmental changes. Therefore, relative humidity has to be maintained at levels of 20 to 70% and the temperature within the range of 20°C to 35°C. The air has to be kept relatively dust-free and forced ventilation is needed to preserve the computer processing unit (CPU) in good working condition. The switching equipment itself is quiet with ^{noise} levels of db.

The Power equipment requirements of the SPC system is the same as the step by step system. ^{BUT} Being centrally controlled, if breakdown occurs, a large proportion of the telephone service can be disrupted. However, this is highly unlikely because of the existence of back-up power sources.

Since switching is automatic and the SPC system uses single lines, telephone connections are more efficiently achieved. Software programs make possible ^{the} availability of certain service features such as abbreviated dialing, absent subscriber service, do-not-disturb, outgoing call barring, call forwarding, priority subscriber and routing-to-intercept number.

With operations and maintenance of switching equipment centrally controlled, fewer but highly skilled manpower is required, such as SPC Systems specialists, operators, system maintenance technicians.

Operations and maintenance activities for the SPC system primarily involves preventive and corrective maintenance of its hardware and software. This is done by systems maintenance specialists who may be assigned to service several exchanges. They are assisted by a central operations and Maintenance group who monitors all exchanges and provides back-up support. Hardware to be kept in efficient working conditions consist of the central equipment namely the input and output devices, main memory and processing unit; the intermediate equipment; and peripheral equipment.

Software devices consists of programs on switching, executive, utility and safeguards. For instance, more than 90% of the hardware and software faults are detected, diagnosed and cleared by software programs. In cases where modules have to be replaced, the SPC locates and identifies the defective one and replacement is easily done. Whenever the trouble cannot be determined at the exchange, the OMC assists by remote maintenance.

In effect, fault correction is efficiently done by the systems specialist, with the help of the processor through the software programs. Even replacement of modules is undertaken rapidly ^{just} by replacing the defective modules with a good one.

Manpower and Training

The PLDT had a total work force of 12,604 in mid 1983. Of these, 151 held executive and managerial positions, 1236 were part of the management staff; while 11,217 belonged to the rank and file. The latter includes clerical personnel and telecommunications crafts men and skilled workers. Being a utility company, male workers outnumber females by more than 100%. This means that there are a total of 8,498 males and 4106 females.

These technical workers or craftsmen and skilled workers are involved in operations and maintenance activities of the telephone system. Their work cover various inside and outside plant tasks such as installation, repair, cable splicing, switching and PABX maintenance among others.

Minimum qualification for craftsmen and skilled workers range from a two year vocational training in radio and electronics to a bachelor's degree in electrical engineering, electronics. With the installation of the SPC switching system, the company also hires Bachelor's degree holders in Computer Science for its computerisation programs

The PLDT draws its additional skilled personnel from the upgrading of its own craftsmen through further training and the hiring of workers who meet its qualification requirements. In recent years, the company has lost some of its technical people to employment in the Middle East, such as Saudi Arabia and Egypt and developed countries

such as Canada and Australia. The attraction of high salary levels averaging \$1,500 in 1980 for equivalent supervisory and technical positions such as installers, repairmen and cable splicers accounted for the rapid turnover of workers. This loss of technical people sometimes without notice to the Company was not good for its expansion and modernisation program.

However, in 1980 PLDT embarked on a project to deal with the loss of their technical people. Unemployed vocational graduates in radio or electronics (referred to by the company as out of school youths or OSY) were offered free courses in basic and specialised telecommunications. Whenever there are vacancies in the Company, those who pass the basic courses and qualify based on its hiring criteria, are given priority in employment.

On the other hand, when vacancies have been filled, qualified youths may attend succeeding specialised courses and may re-apply for employment when there are vacancies in the future. Unsuccessful applicants with their newly acquired skills in telecommunications have the chance to apply for jobs in the Middle East. Though they lack experience, these young technicians also provide competition to the experienced and skilled technicians who expect higher pay.

The Company's Technical Training Center (TTC) which was established in 1968 takes charge of providing courses on various telecommunications skills for its technicians, the out of school youth, the private sector and Armed Forces technical personnel. It offers regular courses and special courses which may be requested by other departments based on their needs. Occasionally, TTC also offers introductory courses to future SPC switching equipment personnel.

Four kinds of Training Programs are offered namely, Basic Refresher, Development and Advanced Training. Basic training is given during probationary period to all newly hired personnel, including orientation and on the job training. These include C.O. (central office) maintenance, C.O. installation, station installation, traffic operation, cable splicing, line construction and maintenance, and PABX maintenance. Refresher training courses are designed for regular employees to re-orient them to established practices, methods, systems and procedures; and renew their technical knowledge on the operating capabilities of various equipment. Development training is also offered for the acquisition of additional knowledge in essential areas of Company activities; improvement of work techniques; and development of more effective work attitudes.

Skills upgrading courses for promotion to higher jobs are also offered through Advanced training in skills, techniques, equipment and methods required in higher positions. These include courses for installers, linemen and switchmen. In its experimental stage at the Center, is the use of mobile teams of instructors who go to various provincial exchanges and conduct the training on-site.

Basically, training courses in telecommunication skills are of two types namely, the inside plant and the outside plant. The first covers operations and maintenance of equipment within the exchanges such as switching and power; while the second covers activities at the job site or outside of the exchange to the telephone posts such as cables, telephone wires and installations.

The TTC has its own pool of instructors or trainers who offer the regular courses. In instances where they do not have the expertise, the Center invites research speakers from various departments of the Company. With the installation of the SPC switching system, the TTC

also invites Filipinos trained by SIEMENS AG in Munich, Germany for its introductory courses to the new system for guest lectures. German instructors have also participated in some training courses on a non-permanent basis.

In preparation for the installation of the new SPC switching system, several PLDT personnel, both technical and management staff had undergone training and exposure respectively at SEEMENS AG in Munich, Germany starting 1979. At present some engineers and technicians are training in SPC operations and maintenance.



MINISTÈRE DES UNIVERSITÉS

CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL - ERGONOMIE

Paris, le 28th November 1983

Madame le Professeur C. RUBIO
Department of Sociology
College of Arts; Sciences
University of the Philippines
DILIMAN, Quezon City
PHILIPPINES

Dear Pr Rubio,

I have sent you a letter a few weeks ago but I dont know if you have received it. Of course, we have learned here that your country is in a very difficult period and most specially U.P. professors and students.

Here, life is not easy. Money problems are sérious but not severe. Our anthropotechnological group is producing very good studies : Sahbi in the phosphates mines in Tunisia, Meckassoua in the bewery in CENTER-AFRICA, dos Santos in the central dispatching of the RIO-de-JANEIRO metro and now Matziaras in the thermis electricity power station in Grece I am wondering, if you have been able to have good results in the telephone in Manila. What we have seen generally is that the workers are equivalent from country to country except for their life conditions but that the objective situations need a very strong and subtle adaptation of the "soft" part of the system : the organisation. One special aspect is the translation of job aids in the vernacular language.

I will be in South East Asia from 18th February to 4 March. I am wondering if I could be useful to you and U.P. members in any way, if I come to Manila. Please answer me very simply. I have now very few contacts with the filipines in Paris, for I have left the franco filipino association.

I hope to see you soon.

Truly yours.

A. Wisner

17th October 1983

Miss Professor Clarissa Rubio
Department of Sociology
College of Arts and Sciences
University of the Philippines
DILIMAN QUEZON CITY
(Philippines)

Dear Clarissa,

I am thinking nearly every day to my dear friends in Philippines and specially to my colleagues and to the students of U.P. I feel unuseful though, as I told you many times, I would like so much to help to something positive. I will anyway do my best to visit the country in 1984, if the events allow me to do it.

I hope that your thesis has progressed. I am discussing sometime what we have seen together during our visit. The other members of the anthropotechnology group have done a lot. Nouredine Sahbi has spoken at a conference in Sweden and two times at the SELF. His ergonomist report is nearly finished. Karim Meckassoua's thesis is nearly ready and we have done a lot together. Neri dos Santos, a brazilian engineer, has nearly ended his thesis on the Paris and Rio Metro.

Since a year, I am no more a member of the council of the franco-philippine association and I receive no more the visits of the filipino students in Paris. I suppose that only few of them will come in France this year. I am always ready to have contacts with them.

I hope some news from you.

Truly yours,

A. Wisner

21 Avril 1982

Monsieur le Directeur
C.I.E.S.
28 Rue de la Grange aux Belles
75010 PARIS

Monsieur le Directeur,

Mademoiselle Clarissa Rubio, enseignante à l'Université des Philippines, séjourne depuis un an dans notre laboratoire grâce à une bourse du C.I.E.S.

Elle travaille ici sous ma direction personnelle car ses recherches me paraissent très intéressantes. J'ai par ailleurs été Professeur invité à l'Université des Philippines, où j'avais pu apprécier la valeur des travaux antérieurs de Mademoiselle Rubio.

Ce chercheur est simultanément engagé dans la préparation d'un Doctorat de Sociologie du Travail, sous la direction du Professeur Sainsaulieu, Directeur du Centre d'Etudes Sociologiques.

Le thème choisi par Mademoiselle Rubio exige l'utilisation des méthodes sociologiques et ergonomiques, c'est la raison pour laquelle le Professeur Sainsaulieu et moi-même collaborons pour aider Mademoiselle Rubio.

Le thème retenu correspond à la fois au programme du Département de Sociologie de l'Université des Philippines et aux besoins de l'économie de ce pays. Il s'agit des effets de l'installation d'un nouveau central téléphonique informatisé sur l'emploi et le travail du personnel, compte tenu des problèmes posés par le transfert de technologie.

Dans la perspective de cette recherche il me paraît indispensable que Mademoiselle Rubio fasse un séjour de deux semaines à Munich et d'une semaine à Genève.

.../...

En effet, c'est l'entreprise Siemens qui fournit le central téléphonique, et les Philippins en formation sur ce dispositif se trouvent actuellement à Munich. Notre expérience nous a appris que pour comprendre les difficultés d'un dispositif technique exporté, il fallait d'abord l'étudier dans le pays vendeur.

Par ailleurs, je souhaite que Mademoiselle Rubio puisse se rendre au Bureau International du Travail (B.I.T.) à Genève où il existe une très vaste documentation sur le transfert de technologie et souhaite, également, qu'elle puisse prendre contact avec les dirigeants du P.I.A.C.T. (Programme International d'Amélioration des Conditions de Travail) qui peuvent aider Mademoiselle Rubio à la réalisation de son étude et encourager ses activités futures. Ces contacts seront facilités par le fait que je suis Conseiller Scientifique du P.I.A.C.T.

Je vous remercie de ce que vous pourrez faire pour faciliter ces deux voyages à Mademoiselle Rubio dont les ressources sont modestes.

Je vous prie d'agréer, Monsieur le Directeur, l'expression de mes sentiments dévoués.

A. Wisner

photocopie pour
Prof Wisner

**AMBASSADE
DE
FRANCE
AUX PHILIPPINES**
SERVICE CULTUREL

TG/nf
N° 946 SCCT

Manille, le 25 mai 1982

Mademoiselle,

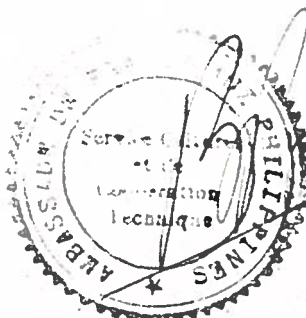
J'ai bien reçu votre lettre datée du 6 mai 1982 m'informant de la progression du stage que vous suivez au CNAM.

J'apprends avec plaisir que vous vous proposez de continuer vos études pour obtenir un doctorat de sociologie.

Le titre que vous avez choisi: l'effet de l'informatisation des centraux téléphoniques sur l'emploi et le travail des hommes aux Philippines vous pousse à revenir dans votre pays pour y préparer votre thèse. comme d'ailleurs vous le projetez.

Je prendrai alors les mesures nécessaires pour faciliter votre retour en France et votre soutenance de thèse. Il me serait cependant utile de connaître plus précisément la date à laquelle vous vous proposez de soutenir votre thèse.

En vous souhaitant réussite à vos examens, je vous prie d'agréer, Mademoiselle, mes sentiments distingués.



Bernard PRUNIERES
Conseiller Culturel

Mlle Clarissa RUBIO
Stagiaire au CNAM

Ministère de la Recherche et de la Technologie

CENTRE NATIONAL DE LA RECHERCHE SCIENTIFIQUE

CENTRE D'ÉTUDES SOCIOLOGIQUES

82, Rue Cordinet - 75017 PARIS

Tél : 267.07.60

Rub. 10
C/S

Séminaire "Dynamique culturelle des ensembles organisés"

Résidentiel des 27 et 28 avril 1982

1°/ Yves Granger arrivera le lundi 26 après-midi, et fera les courses (la main d'oeuvre est bienvenue). Il y a donc possibilité d'une soirée détendue au coin du feu le lundi (contacter Y. Granger : 267 07 60 poste 84, ou 737 34 39 matin et soir).

2°/ Le couchage (confortable) est possible pour tout le monde. Apporter sac à viande, duvet ou draps, SVP.

3°/ Les coordonnées : chez M. et Mme PATTE
41 rue du Général Corbineau
95660 CHAMPAGNE SUR OISE
Tél. : (1) 470 10 67

Le téléphone ne sera branché qu'à partir du lundi vers 19 heures (si vous appelez avant, vous dérangez quelqu'un plus qu'il n'est de raison).

4°/ Pour venir en train : Gare du Nord. Les trains les plus nombreux s'arrêtent à Persan-Beaumont. D'autres s'arrêtent à Champagne même ou à l'Isle-Adam. Dans tous les cas, téléphonez en arrivant, on viendra vous chercher.

5°/ Pour venir en voiture : prendre l'autoroute du Nord (Lille Bruxelles) à la porte de la Chapelle. Prendre la sortie N° 3 (pas la troisième sortie) direction Pierrefitte, Chantilly, Beauvais. Suivre la Nationale 1, direction Beauvais tout le long (environ 30 kms), jusqu'à la centrale électrique de Champagne. Après la centrale, prendre la première à droite (direction Persan) et encore à droite. Vous entrez dans Champagne. Au feu, prendre à droite. Au stop, prendre en face en léger décochement sur la droite. Prendre la deuxième à gauche en angle aigu, puis à gauche devant la grille, et suivre le grand tournant qui monte un peu à droite. C'est un peu plus loin, un grand portail blanc avec un petit toit, sur la droite. Tout compris, il faut compter 50 mn de Paris/intra-muros, en roulant bien.

6°/ Le rendez-vous au plus tard est à 9 h le mardi 27.

Il serait sage de prévoir une butée réaliste le mercredi soir, afin d'avoir le temps pour l'indispensable rangement (par tous) de là maison. Voilà-voilà.

Yves GRANGER

23 APR 1982

23 Avril 1982

DEAR DIRECTOR

Monsieur le Directeur
C I E S
Boite postale 73.10
75462 PARIS CEDEX 10

Copie : C. Rubio

... PART OF THE
... "DYNAMIQUE CULTURELLE DES ENSEMBLES
ORGANISES" ... BY PROF. SAINSAULIEU ...
... PART OF MY STAGE

Monsieur le Directeur,

Mademoiselle Clarissa Rubio, enseignante à l'Université des Philippines et actuellement chercheur dans notre laboratoire sur un projet à la fois ergonomique et sociologique, est invitée les 26 et 28 Avril 1982 à un séminaire qui aura lieu à Champagne sur Oise et qui est organisé par le Professeur Sainsaulieu, son Directeur de thèse, sur le thème de la dynamique culturelle des ensembles organisés.

La participation de Mademoiselle Rubio à ce stage est du plus haut intérêt puisque, dans la conception de l'anthropotechnologie, j'insiste comme le Professeur Sainsaulieu sur l'importance de la dynamique culturelle dans l'industrialisation.

Veillez agréer, Monsieur le Directeur, l'expression de mes sentiments dévoués.

A. Wisner

23 Avril 1982

Monsieur le Directeur
C I E S
Boite postale 73.10
75462 PARIS CEDEX 10

Copie : C. Rubio

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A. Wisner

23 APRIL 82

DEAR PROFESSOR WISNER,

MAY I DISTURB YOU AGAIN TO ASK FOR A CERTIFICATION THAT THE TRIP TO CHAMPAGNE SURDISE ON 26-28 APRIL 1982 IS PART OF THE SEMINAR "DYNAMIQUE CULTURELLE DES ENSEMBLES ORGANISES" GIVEN BY PROF. SAINSAULIEU THAT AND IS FOR THE SOCIOLOGY PART OF MY STAGE?

THIS CERTIFICATION WILL HELP ME GET REIMBURSEMENT FOR THE COSTS OF THE TRIP.

MY BEST REGARDS TO YOU AND THANK YOU VERY MUCH.

SINCERELY,

CLARISSA RUBIN



**PHYSIOLOGIE DU TRAVAIL
ERGONOMIE**

Paris, le 21 Avril 1982

Monsieur le Directeur
C.I.E.S.
28 Rue de la Grange aux Belles
75010 PARIS

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A. Wisner

Ani du Sud Est

Febru 1984

17 Janvier 1984

Docteur KOGI
ORGANISATION INTERNATIONALE DU TRAVAIL
BUKEAU REGIONAL POUR L'ASIE ET
LE PACIFIQUE
11th Floor
United Nations Building
Sala Santitham
BANGKOK 10200 (Thailand)

Cher ami,

Je vous remercie de votre télégramme reçu ce jour.

Vous trouverez, ci-joint, mon projet de voyage.

Je crains de ne pas être très en forme le Dimanche 19 Février, et peut-être de ne pas être disponible si l'avion a du retard.

Je vous propose donc d'aller à votre bureau vers 10heures, le Lundi 20, et d'être disponible le 21 et le 22, et - en cas de nécessité - le 23 au matin, puisque je ne pars que vers 13 heures.

Vous serait-il possible de me faire retenir une chambre pour les quatre nuits de mon séjour (19 au 23) à l'hôtel THAI, qui est situé tout près du B.I.T.

Je suis heureux de vous revoir et vous assure de toute mon amitié.

A. Wisner



Departemen Pendidikan Dan Kebudayaan Republik Indonesia
Fakultas Kedokteran Universitas Udayana
BAGIAN ILMU FAAL

Alamat: Jalan Panglima Besar Sudirman, Telp. 6132 & 2510
DENPASAR BALI-INDONESIA

26 October 1983

Professor A. Wisner
CNAM
Laboratorium Physiologie du Travail -Ergonomie
41, Rue Gay-Lussac
75005 Paris
France

SEAES

Dear brother,

Thank you for your kind letter of 18 October and your positive response to be a representative of SEAES at Turin meeting.

As an information to you, up to now around 100 colleagues from various parts of Asia have given their positive participation to SEAES, and waiting for further development. In regard to this Dr Kogi is still busy in drafting the Constitution of SEAES, and a plan is already considered to organize the first meeting early of 1984. Some communications have been developed between SEAES and The Australian and New Zealand Ergonomics Society, and between SEAES and IEA (Dr Davis). IEA has asked me also to distribute the IEA coming Congress circular to SEAES members, and will support/reimburse the financial consequences to this task. In relation to the coming meeting of SEAES, a preliminary approach to AKKI (Indonesian Association of Health and Safety) has been done to have a joint meeting with common topic : Working Posture. I need their participation to solve financial problem, since this organization is considered as one of the strongest in Indonesia. I reported this effort already to Dr Kogi but until now I did not receive any response yet from him.

In relation to the next IEA meeting in Turin, I do hope you will be able to conduct as our representative, at least to lay on the table our development and problems, particularly financial problem. Until now, all activities of SEAES have been supported by Dr Kogi donation and my pocket. Those are all matters related to SEAES which might be useful for you for the coming meeting.

I am also very happy to hear that one day I will be able to see you again in Paris or Tunisia or Denpasar, because such an opportunity is very useful for me to recharge my weak battery in conducting a pile of work in my country. Thank you very much for your effort related to this.

Finally, please do my regards to the whole big families (8 grandchildren) and hoping to look forward to see you again soon.

Best wishes,

Yours sincerely

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU REGIONAL POUR L'ASIE
ET LE PACIFIQUE

Tel. 2829161, 2829171, 2829181
2829191, 2829365, 2829381
Cables INTERLAB BANGKOK



INTERNATIONAL LABOUR ORGANISATION
REGIONAL OFFICE FOR ASIA
AND THE PACIFIC

Postal address : P.O. BOX 1759
Street address : 11 th Floor X
United Nations Building X
Sala Santitham X
BANGKOK 10200 (Thailand) X

Ref. 74-3(C)

8 November 1983

Dear Colleague,

Preparation for the foundation of SEAES

Recently Prof. Manuaba informed me that more than 100 people from various countries positively responded to our idea of organising the South-East Asian Ergonomics Society. He wonders if it should be possible to have the first business meeting of SEAES on the occasion of a Seminar on Working Posture he is planning to hold in Bali in the early part of 1984, possibly in April.

... In this connection, I am sending to you a preliminary draft of the SEAES Constitution. This was prepared after I discussed it with Dr. Sen last August and got some materials from Prof. Manuaba. The draft is mainly based on the General Rules of the Ergonomics Society, though I have tried to make our version a compact one. I also took into account the opinions of some colleagues I met in Calcutta during the International Symposium on Applied Physiology and Ergonomics as well as the Constitution of the Ergonomics Society of Australia and New Zealand which Prof. Manuaba also sent to me. I am hoping this preliminary draft will facilitate our discussion about SEAES.

I would appreciate it very much if you would send your comments on the draft to Prof. Manuaba at your earliest convenience. If amendments are necessary in your opinion, alternative proposals for corresponding clauses would be greatly appreciated.

I hope we can agree on the final draft Constitution by the beginning of 1984. Then we will be able to distribute them to candidate founding members who will have been confirmed by Prof. Manuaba on the basis of your advices. It would be wonderful if the foundation meeting could be called in association with the Seminar being planned by Prof. Manuaba.

.../

Prof. A. Wisner
Laboratoire de Physiologie du Travail
et d'Ergonomie
C.N.A.M.
41, rue Gay-Lussac
75005 Paris
(France)



Your cooperation in expediting the foundation is very appreciated. I now work at the ILO Regional Office in Bangkok as Regional Adviser on Conditions of Work and Welfare Facilities, and hope to be able to assist Prof. Manuaba better than before.

Thanking you for your cooperation.

Yours sincerely,

A handwritten signature in blue ink that reads 'K. Kogi'.

K. Kogi
Regional Adviser on Conditions
of Work and Welfare Facilities

The South-East Asian Ergonomics Society

CONSTITUTION
(draft)

NAME

1. The name of the Society shall be "The South-East Asian Ergonomics Society".

OBJECT AND POWERS

2. The object of the Society shall be to promote learning and advance education concerning the relationship between man and his occupation, equipment and environment, particularly the application of anatomical, physiological and psychological knowledge to the problems arising from this relationship.

3. In order to attain this object, the Society shall have the following powers:

- (1) To promote and organise the study and the publication relating to the object.
- (2) To arrange for educational courses, lectures and examinations.
- (3) To accept and raise money for the purpose of the Society and to use it for the furtherance of the object of the Society.
- (4) To make suitable arrangements for carrying on the work of the Society and for meetings of the Society.
- (5) To combine with institutions having an object similar to that of the Society.
- (6) To promote the formation of organisations for the purpose of any of the powers of the Society and to assist the organisations as may be thought fit.
- (7) To do all such other lawful and charitable things as are necessary for the attainment of the object of the Society.

MEMBERSHIP AND AFFILIATION

4. The Society shall consist of Members and Affiliated Organisations.

5. Persons applying for Membership shall hold a qualification in ergonomics or a cognate subject or shall have an active interest in furthering the object of the Society as the Council shall decide.

Knowledge
research
study
analysis
technical
and organisational
solutions
norms
recommendation.

6. Every application for Membership of the Society shall give the full name and address of the applicant, any degrees and diplomas, and membership of other learned or professional societies or associations, occupation and position held and a list of publications of the applicant.

7. Members of the Society shall have the right to attend all Scientific Meetings and General Meetings of the Society, to vote on all matters requiring decisions at General Meetings, and to nominate Members for election to the offices specified in Clauses 17 and 18.

8. Every applicant for Membership of the Society shall be recommended by at least two Members who shall also confirm the evidence submitted in support of the application to the satisfaction of the Council.

9. Firms, companies and associations which have an interest in ergonomics may become Affiliated Organisations of the Society.

10. Affiliated Organisations may send two representatives to all scientific meetings of the Society at fees applicable to Members, and they will receive two copies of all circulars and programmes as sent to Members.

11. Every application by a firm, company or association for affiliation to the Society as an Affiliated Organisation shall give its full name, address and the nature of its business or interest. Applications will be considered by the Council which may accept or reject such applications.

12. The acceptance by the Council of an application for affiliation of a firm, company or association does not entitle it to describe itself as a Member of the Society nor to use the Society's name in any way so as to suggest that the Society approves of any product of or action by the firm, company or association.

13. Every person elected as a Member and every firm, company or association accepted as an Affiliated Organisation shall not enjoy the privileges of Membership or Affiliation until the relevant annual membership or affiliation fee for the current year shall have been received by the Society.

14. Membership or Affiliation shall be terminated if resignation shall be signified in writing, if a Member shall die or an Affiliated Organisation shall be dissolved, if membership or affiliation fees are unpaid for such period as the Council shall determine, or if a resolution by the General Meeting of the Society resolves that the Membership shall terminate or the Affiliation becomes unfitted in the opinion of the Council.

MEMBERSHIP AND AFFILIATION FEES

15. The annual membership fee shall be ten United States dollars or such other rate as shall from time to time be determined by the voting members in the General Meeting.

16. The annual affiliation fee for an Affiliated Organisation shall be fifty United States dollars or such other rate as shall from time to time be determined by the voting members in the General Meeting.

COUNCIL

17. The Officers of the Society shall consist of:
 - (a) Chairman of Council
 - (b) Two Vice-Chairmen of Council
 - (c) Honorary Secretary-Treasurer
18. The business of the Society shall be carried on by a Council consisting of a Chairman and two Vice-Chairmen of Council, Honorary Secretary-Treasurer and five Members of Council.
19. The Officers and Members of Council shall be elected every three years by Members of the Society at the General Meeting. Not more than two members of the Council including Officers shall be from the same country.
20. The Auditors who shall be two individuals shall be appointed every three years at the General Meeting. They shall not be members of Council.
21. No Chairman of Council and no Honorary Secretary-Treasurer shall continue to hold office for more than six years consecutively.
22. The funds of the Society shall be under the control of the Council who shall have the power to invest the same and to expend such funds for the promotion of the Object of the Society as it thinks fit.
23. The Council may form Committees consisting of such Members of the Society as it thinks fit and may delegate any of its powers to such Committees and any such Committee shall conform to regulations imposed on it by the Council.
24. The duties of the Honorary Secretary-Treasurer shall be to arrange the business of the Society in accordance with the directions of the Council, to notify Members of the time and place of meetings, to take minutes of these meetings, and to prepare a tri-annual report on the activities of the Society for submission to the General Meeting.
25. The Honorary Secretary-Treasurer shall have charge of the funds of the Society, receive sums due to it, pay such bills as are directed by the Council, make up the accounts of the Society to 31 December in each year or to such other date as may from time to time be determined by the Council and present at the General Meeting an income and expenditure account duly certified by the Auditors.
26. The other officers shall generally assist the Honorary Secretary-Treasurer and in particular shall in accordance with the instructions of the Council arrange scientific meetings of the Society, promote knowledge of Society activities and foster the general growth of the subject outside the Society.

MEETINGS

27. The ordinary meetings of the Society shall be Scientific Meetings and tri-annual General Meetings. An Extra-ordinary General Meeting shall be called by the Honorary Secretary-Treasurer at the instruction of the Council.

28. A notice of the General Meeting of the Society together with the proposed agenda shall be published at least twelve weeks before the date of the Meeting.

29. The Chairmen at any General Meeting of the Society shall be a member of the Council.

30. At any General Meeting of the Society a quorum shall be twenty Members present in person or by proxy.

31. Any Member unable to attend the General Meeting of the Society may vote by proxy in the election of the members of Council and in the change of the Constitution the signed voting paper to be received by the Honorary Secretary-Treasurer before the Meeting. The decision at General Meetings shall rest with the majority and in case of an equality of votes the Chairman of the Meeting shall have a casting vote in addition to his ordinary vote.

32. The Constitution of the Society shall not be changed unless three-quarters of those voting at the General Meeting of the Society are in favour of such change. Notice of the proposed change shall be tendered to the Honorary Secretary-Treasurer at least sixteen weeks before such General Meeting, and shall be advised to all Members in the notice calling the General Meeting.

18 Janvier 1984

Madame le Professeur C. RUBIO
Department of Sociology
College of Arts, Sciences
University of the Philippines
DILIMAN, QUEZON CITY

Philippines

Chère Amie,

Je vous écris cette fois en français car je suis pressé par le temps. Je vous confirme mon arrivée à Manille le Jeudi 23 Février et mon départ le Lundi 5 Mars.

Je ne sais pas encore où j'habiterai, car j'ai reçu des propositions trop chères de l'hôtel Aurelio où je vais d'habitude. J'ai également écrit à San Carlos Apartment Hotel, à Mabini Mansions, et surtout, à Dakota Mansion que je préférerais. Ils ne m'ont pas répondu, aussi pourriez-vous me retenir une chambre, pour la durée du séjour, à Dakota Mansion ou dans l'un des deux autres hôtels, dans la mesure où je ne paierai guère plus de 20 \$ U.S., taxes et service compris.

Je vous envoie une copie de ma lettre du 15 Décembre 1983 que vous paraissiez ne pas avoir reçue d'après votre carte de vœux.

Je vous confirme mon souhait de travailler à votre thèse avec vous, en vous suggérant peut-être d'insister sur l'analyse du travail et ses conséquences en matière d'indépendance technique du pays.

Je vous renouvelle mon offre de vous apporter les livres qui vous paraîtraient nécessaires.

Bien amicalement,

A.. WISNER



*Bonne
Année*

Noël 1983

Cher Professeur

Mon stage au BIT à Genève s'est déroulé de façon relativement satisfaisante malgré le fait, que mon pays est déjà sur-représenté au niveau professionnel, quelques hauts fonctionnaires se sont intéressés à mon cas personnel. J'ai également fait la connaissance de Mlle. Jojo Sy, avec qui j'ai eu des rapports cordiaux.

Je souhaite un joyeux Noël et une Bonne Année pour vous et votre famille

Amicalement
Freddie

Maille, le 13 décembre 1983

Cher Monsieur,

Les fêtes de fin d'année sont une occasion pour moi pour renouveler les "contacts perdus" avec vous. En effet j'ai quitté Paris vers la fin de l'année dernière pour même dire au revoir. Je vous en demande pardon.

En effet, ce n'est pas un manque de respect envers vous pourquoi je n'ai pas les mêmes rapports comme ceux que j'entretiens avec Monsieur Inytran. Fils célibataire et retraité (depuis 1980), je suis plus libre dans mes échanges de réflexion et d'observations avec lui. A cause de votre emploi de temps chargé et de vos responsabilités, il n'était pas possible lors de mon séjour à Paris de

pourquoi une "relation" plus étroite, non moins cordiale ou amicale, d'ailleurs.

La réadaptation à la vie maille est loin d'être facile et les conditions intellectuelles et culturelles ne facilitent pas non plus l'ajustement et la politesse. Il y a certainement une solution très facile à mon problème mais j'ai le respect pour moi-même et mon côté "aristocratique" comme vous l'avez constaté vous-même n'empêche de suivre un chemin moins "explicite"

En tout cas, je suis optimiste que je pourrai revenir en Europe dans l'avenir. J'ai passé le concours des affaires étrangères et j'attends les résultats.

Avant de terminer, mes meilleurs vœux
pour 1984. Que l'an neuf soit plus
fructueux surtout sur le plan
professionnel et ponté'.

Bonne et heureuse année 1984.

Bien cordialement,

Danny

★ Lotus and Ducks • Hanging Scroll, Unknown XIII-century Chinese Master. Courtesy of the Museum für Ostasiatische Kunst, Staatliche Museen Preussischer Kulturbesitz, Berlin, to benefit the United Nations Children's Fund (UNICEF). ★ Lotus et canards • Rouleau de parchemin, XIII^e siècle, Maître inconnu, Chine. Reproduction autorisée par le Museum für Ostasiatische Kunst, Staatliche Museen Preussischer Kulturbesitz, Berlin, au profit du Fonds des Nations Unies pour l'enfance (UNICEF). ★ Flores de loto y patos • Rollo para colgar, maestro chino desconocido, siglo XIII; cortesía del Museum für Ostasiatische Kunst, Staatliche Museen Preussischer Kulturbesitz, Berlin. Contribución al Fondo de las Naciones Unidas para la Infancia (UNICEF). ★ Лотус и утки • Висячий свиток работы неизвестного китайского художника XIII века. Работа любезно предоставлена музеем искусства Восточной Азии, государственный музей прусского культурного наследия (Берлин) Детскому фонду Организации Объединенных Наций (ЮНИСЕФ) в благотворительных целях. ★ 莲凫图轴。十三世纪中国画，逸名。柏林，国立普鲁士文物博物院，东方艺术博物馆特许联合国儿童基金会采用。



30 Janvier 1984

Monsieur D.C. Velasquez
1540 San Marcelino
ERMITA MANILA
(Philippines)

Cher Velasquez,

Je vous remercie beaucoup de votre carte si amicale. J'ai été très heureux d'avoir de vos nouvelles, même si j'ai senti que votre vie était parfois difficile.

J'espère que vous aurez eu plein succès pour le concours des Affaires Etrangères.

Je serai à Manille du 23 Février au 5 Mars et souhaite vous voir à cette occasion. Si je n'ai pas eu de réponse de vous d'ici là, je laisserai un mot à votre adresse.

Si cela vous est possible, je serais heureux que vous obteniez confirmation d'une réservation que j'ai demandée à Dakota Mansion Apartment Inn (555 General Malvar/Mare Adriatico, Malate, tel. 59.16.31). En effet, la direction ne m'a pas encore répondu.

A bientôt, bien amicalement,

A. Wisner

DAKOTA MANSION APARTMENT INN

555 General MALVAR / MARE ADRIATICO MALATE

Tel 59.1631-40

Projet de voyage de A. WISNER

à BANGKOK et à MANILLE

(18 Février - 6 Mars 1984)

~~HABITAT MANILA~~

MANHOTEL PM

Tel 7420 442

Samedi 18 Février

- Départ 11 H.45 Vol TG 933

Dimanche 19 Février

- Arrivée BANGKOK 7 H.15

Lundi 20 Février

Mardi 21 Février

Mercredi 22 Février

Réunion B.I.T.

- . Organisation Internationale du Travail
Bureau Régional pour l'Asie et le Pacifique
11th Floor
United Nations Building
Sala Santitham
BANGKOK 10200 (Thailand)
Tél. : 2829161, 2829171, 2829181

Correspondant : Dr KOGI

- THAI HOTEL
78 Prachathipatai Road
BANGKOK
Tél. 813 633

Jeudi 23 Février

- Départ BANGKOK 10 H.30 Vol TG 620

- Arrivée MANILLE 14 H.55

Jeudi 23 Février au Lundi 5 Mars : Séjour à MANILLE

Conférence à l'Université des Philippines
Département de Sociologie
DILIMAN QUEZON CITY (Philippines)

Correspondant : Professeur Clarissa RUBIO

Lundi 5 Mars

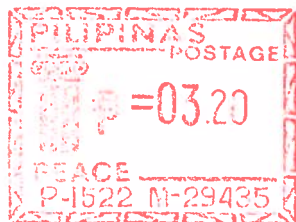
- Départ MANILLE 15 H. Vol TG 625

- Arrivée BANGKOK 17 H.10

- Départ BANGKOK 22 H.15 Vol TG 910

Mardi 6 Mars

- Arrivée PARIS 7 H.10



Monsieur Alain WISNER
Conservatoire National des Arts
et Metiers
41, rue Gay Lussac
75005 Paris

Via Air Mail/Par Avion

FRANCE

D. C. Velasquez
1540 San Marcelino
Ermita, Manila
Philippines

30 Janvier 1984

DAKOTA MANSION APARTMENT INN
555 General Malvar/Mare Adriatico
MALATE MANILA (Philippines)

Sir,

Following a letter of December 20th to which I have not received an answer, I confirm my stay in Manila from Thursday February 23rd to Monday March 5th (11 days).

Would you reserve a room for one person (myself) and write me the price + taxes + service with the confirmation.

Truly yours,

A. Wisner

ORGANISME NATIONAL
DE
SÉCURITÉ ROUTIÈRE

PD/DV N° 17481

94114 ARCUEIL CEDEX, le 19 Janvier 1984

2, avenue du Général Malleret-Joinville

B.P. n° 34 Tél. 581 12-12 Téléc : 270768

Monsieur le Pr A. WISNER
22 rue Emile Dubois
75014 PARIS

ORDRE DE MISSION

pour "Affaires"

Je vous demande de bien vouloir représenter l'organisme aux réunions organisées par la Société d'Ergonomie du Sud-Est Asiatique au Bureau International du Travail à BANGKOK et à l'Université des Philippines à MANILLE. Les réunions se dérouleront du 18 Février au 06 Mars 1984.

Le Directeur Administratif
et Financier



P. DUFLOT

				US \$/	US \$/	FF
AMBASSADOR	35	42 +20%	29 -30%	29	30	255
AURELIO	24	+20%		29	30	255
HIRADOR	40	+21%		48	50	425
ADMIRAZ	40	+20	-20%	40	40	340
MANICA MID (RAMONA)	35	+25%		42	40	340
SAN CARLOS				180 \$ # 73 us \$	15	110

January 9th 1984

SAN CARLOS APPARTMENT HOTEL
777 San Carlos St
ERMITA
MANILA
Philippines

Sir,

I will arrive at Manila Monday February 20th and leave your town
Monday March 5th.

Would you reserve a room for one person (myself) 14 nights and
write me the price + taxes + service with the confirmation.

Truly yours,

A. WISNER

Même lettre envoyée ce jour à
MABINI MANSIONS - 1337 Mabini St - ERMITA - MANILA

December 20th 1983

Sir,

I will arrive at Manila Monday February 20th and leave your town Monday March 5th.

Would you reserve a room for one person (myself) 14 nights and write me the price + taxes + service with the confirmation.

Truly yours,

A. WISNER

Copie de la lettre envoyée aux hotels dont liste jointe

~~Hotel~~
~~Residence~~

Y IPALUTA MAUSIM
ADRIATICO ST
MALATE MANILA

Y AMBASSADOR HOTEL
2021 MADRINI ST

Y ADMIRAL HOTEL
2138 ROXAS BVD
MANILA

ALOHA HOTEL
2150 ROXAS BVD
MANILA

Y HANILA MIDTOWN RAINBOW HOTEL
ADRIATICO ST
MANILA PHILIPPINES

Y MIRADOR
1506 SANTA MARCELIANO
RIZAL PARK
ERMITA MANILA

Y AURELIO
ROXAS BVD / PADRE FAURA ST
MANILA

Y BAYVIEW PLAZA
ROXAS BVD
ERMITA
MANILA

Y ENRICO
1324 LEON GONZALEZ ST
GONZALEZ ST
ERMITA

Y Holiday Inn
ROXAS BVD

Y PASAY CITY
MANILA

2
3

14P = 1/8 US

MABINI MANSIONS 1337 MABINI ST ERMITA
MANILA

PHILIPPINES

- SAN CARLOS APARTMENT HOTEL
777 SAN CARLOS ST

ERMITA

- HOLIDAY INN

355 39.03

60 US/P
+20% / 72

- RAMADA MIDTOWN

6330 2.31

plus RAMADA

- PHILIPPINES AIRWAYS

23

16 Janvier 1984

Monsieur le Professeur Saurel
Directeur
à l'attention du Service du Personnel

Monsieur le Directeur,

Je vous serais reconnaissant de bien vouloir me faire établir un ordre de mission sans frais, du 19 Février au 9 Mars 1984, pour Bangkok où je dois assister à une réunion du Bureau International du Travail, et donner une conférence à l'Université Mahidol, et pour Manille où je dois donner quelques conférences d'anthropotechnologie à l'Université des Philippines (où j'ai déjà été Professeur Associé).

J'aurais également l'occasion de travailler avec Mademoiselle Clarissa Rubio, Maître-Assistant à l'Université des Philippines. Cet enseignant-chercheur a déjà passé un an au laboratoire et reviendra à Paris en Octobre prochain pour soutenir sa thèse d'Ergonomie chez nous.

Veillez agréer, Monsieur le Directeur, l'expression de mes sentiments dévoués.

A. Wisner

16 Janvier 1984

Monsieur Duflot
Directeur administratif
ONSER
Boîte postale 34
94114 ARCUEIL CEDEX

Cher Monsieur,

Le voyage d'étude et de recherche que je dois faire sur invitation de la Société d'Ergonomie du Sud-Est Asiatique (SEAES), aura lieu du Dimanche 19 Février au vendredi 9 Mars 1984. Je réglerai moi-même le billet d'avion.

Je vous serais reconnaissant de me faire parvenir un ordre de mission pour "affaires" correspondant à la période considérée, ainsi que l'équivalent en traveller-chèques (libellés en dollars) de la somme de 18.000 francs correspondant à l'allocation maximale permise pour un séjour à l'étranger de 18 jours. Vous trouverez ci-joint un chèque de 3.000 francs correspondant à la différence entre 18.000 francs et les 15.000 francs que l'ONSER est en mesure de m'allojer.

Je vous remercie vivement de faciliter à nouveau l'accomplissement difficile de mes obligations internationales.

Avec mes sentiments dévoués.

A. Wisner



MINISTÈRE DES UNIVERSITÉS
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL - ERGONOMIE

Paris, le 15th December 1983

Copie

Madame le Professeur C. RUBIO
Department of Sociology
College of Arts; Sciences
University of the Philippines
DILIMAN, Quezon City
PHILIPPINES

Dear Pr Rubio,

I have been very happy to receive your kind letter and your interesting document. I see that you have worked a lot and that your work is always fruitful.

I have just had P^r SAINSAULIEU at the phone and he has volunteered to read your text et give a written comment I will bring you. He will also suggest some litterature I can take with me. Can you also tell me what you would like me to put in my luggage; the lab can buy books and lend/give to U.P. We have quite a lot of books on the effects of computerization here but they are not so adequate to your problem.

I am now nearly sure to stay 2 weeks in Manila and Philippines between Monday 20th February and Thursday March 8th but I have also a few days to spend in BANGKOK at ILO with Professor KOGI at the beginning or the end of my travel to South East Asia. During these two weeks, I have to relax a little but also to work with you and perhaps give the rather precise theoretical approach we have now in our group about anthropotechnology. The main questions being the anthropotechnological islands of which your company seems a rather good example and the transfer/adoption of organization related to the local industrial society. If the situation is quiet enough to do it, I will be in a position to give 1-3 seminars/conferences on these subjects, but as usual, it is not a need.

You shall find under the same cover a letter to the cultural attaché of the french embassy about your return to PARIS in September 1984.

I am happy to see you soon.

Happy Christmas and good New Year with Peace and Hope.

Truly yours,

A. Wisner

P.S. I will write you later to comment precisely your paper but I can tell you that you are in the right way.

PARIS
11^h45

BANGKOK TG 933
7^h15 (mudu)

~~2222~~
Samedi 18 Fevri

BANGKOK
10^h36

MANILLE TG 820
14^h55

Jundi 23 Fevri

MANILLE
Lundi 5 Mars 15^h

BANGKOK TG 825
17^h10

Lundi 5 Mars

BANGKOK
22^h15
Lundi 5 Mars

PARIS TG 910
7^h10

Mardi 6 Mars

THAT 720 64.50

4.600

2.730

7.330

- Annule NF ~~260.56.70~~ 534.55.30
- Allee à A.F.
- Tel ~~ONSER~~ → 15j 581.12.12 DUFLOT
- Tel v IMM Accord ~~766.51.15~~

18-2 à 7 Mars SAULNIER

jeudi 8 11^h.12^h30

MN 6.700 + 500 = 7.200

BKK 5.500

THAI HOTEL
78 RACHATHIPATAI ROAD

813.633

P - BKK

ASE DI O 2 ← 500

Samedi 46933 11^h 45 7^h 15 Dinner

Mandi 10910 22^h 15 7^h 10 Mandi

↑ AR

BKK MAX 2730

7.330

Projet de voyage de A. WISNER

à BANGKOK et à MANILLE

(19 Février - 9 Mars 1984)

Samedi 18 Février 12.10 Vol AFUT 180

Dimanche 19 Février Arrivée BANGKOK 9h.20

Lundi 20 Février)

Mardi 21 ")

Mercredi 22 ")

réunion B.I.T.

ORGANISATION INTERNATIONALE DU TRAVAIL
BUREAU REGIONAL POUR L'ASIE
ET LE PACIFIQUE
11th Floor
United Nations Building
Sala Santitham
BANGKOK 10200 (Thailand)
Tel. 2829161, 2829171, 2829181

correspondant : Dr KOGI.

Jeudi 23 Février

~~HOTEL~~ THAI HOTEL
78 PRACHATHIPATAI ROAD Tel 813.633
BANGKOK - MANILLE. PR 731
1240 1640

Vendredi 24 Février au 6 Mars : séjour à MANILLE.

Conférence à l'Université des Philippines

Département de Sociologie
Diliman - Quezon City
PHILIPPINES

correspondant : Professeur Clarissa RUBIO.

Mardi 6 Mars Départ de MANILLE, 16h.30, AFUT 171

Mercredi 7 Mars Arrivée PARIS 6h.50



MINISTÈRE DES UNIVERSITÉS
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL - ERGONOMIE

Paris, le 23th November 1983

Copie : Pr MANUABA

Monsieur le Professeur K.KOGI
RESEARCH CHIEF
INSTITUTE FOR SCIENCE OF LABOUR
1544 SUGAO MIYAMAE-KU
KAWASAKI 213 (JAPON)

Dear Dr Kogi,

I would like to thank you for your letter of 8/11/83 about SEAES and to inform you of the discussions and decisions of the recent IEA council meeting in TORINO (5-6/11/83) about SEAES and the Human Ergology Research Association (HERA).

I enjoy the good news about SEAES. 100 people interested in it, is a great number. I see also that the preparation has progressed a lot with the preliminary draft of SEAES constitution, I agree fully. I would like only to suggest a small alteration in article 2. I think that the object of the Society is too restricted to teaching ("learning and advanced education"). I would like to write "knowledge and action" instead of "learning". It would give "knowledge, action and advanced education". Other key words could be used instead "research, study, analysis, technical and organisational solutions, norms, recommandations".

I would be very happy to discuss that and lot of other matters with you and Pr MANUABA during the foundation meeting but I am afraid that the dates will not correspond to my 1984 time schedule. I intend to visit South East Asia from 19th February to 4th March and to stay at BANGKOK and MANILA. But all this is rather problematic for I have very little financial support and I am not sure that the situation in PHILIPPINES will allow me to visit U.P. Could you inform me of the dates and places where I can meet you and Pr MANUABA during this period ?

Do you think that a BANGKOK University will be interested by a seminar on our researches in anthropotechnology ? We have now 5 good researches : in phosphates mines in TUNISIA, in a brewery in CENTER-AFRICA, in the metro in RIO DE JANEIRO, in the telephone company in MANILA, in the electricity industry in GRECE. Of course, I dont expect any retribution of such a seminar.

Do you think that ILO BANGKOK could write me a letter of invitation - even without financial support - It would perhaps help me to find some subvention in FRANCE.

SEAES has been extremely well received by the IEA council the members are waiting your official demand with the approved constitution and composition of the council of SEAES. The question is about the type of membership. SEAES will have all the scientific and moral qualities to obtain full membership as federated society but then SEAES will have to pay to IEA

.../...

each year for 100 members around 125 US \$. Is it not better to ask for the status of affiliated society where no dues are until now asked for ? This is something we shall have to discuss.

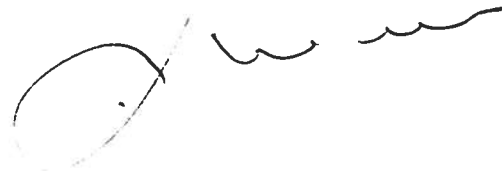
Staying on the question of money, I would like to contribute again to SEAES, but money questions begin to be very difficult in Europe. I dont know yet what money I will be authorized to take out of France for my travel in South-East Asia. Shall you have soon an SEAES bank account ?

In the same IEA meeting, the permanent question of the meeting of ergonomics for developing countries to be organized by ILO, WHO and IEA has been raised again. You remember, that MEXICO has accepted, then bankrupted and cancelled. BRASIL has done the same. The candidate country is now TUNISIA and ILO shall have - or not - a firm proposal of the Secretary of Labour of TUNISIA at the end of this month. If it works, it will take place in TUNIS in April 1985. The ILO preparatory group is always Harry DAVIS (also president-elect of HFS), I. KUORINKA and I. ILKKA KUORINKA (FINLAND) will be associate professor at the CNAM from March to May 84 and it will help for the preparation. But if TUNISIA is unable to organize the meeting, the government of THAILAND will be solicited by ILO, SEAES will be asked to contribute strongly and K.KOGI will be considered as the key man.

My last point in this too long letter is about IEA discussion of the Human Ergology Scientific Association. The J.E.R.S. is always strongly against as it has been understood from the positions of SUGIYAMA and NORO. They suggested that Mr H. SATO who wrote was not in agreement with the chairman-another M. SATO, that the japanese things have to be managed by japaneses and that they need delay to get an agreement between the 2 societies. The council decided to admit the Ergology Society as affiliated to IEA but accepted a delay before the official admission to let JERS save her face. The formal positive decision will be anyway taken during the next council meeting that will take place either in HAWAI in August or DALLAS in October. I have to say that the discussion has been bitter and the J.E.R.S. members very isolated.

I hope that you shall understand my broken english, much too bad for these delicate matters.

Truly yours.

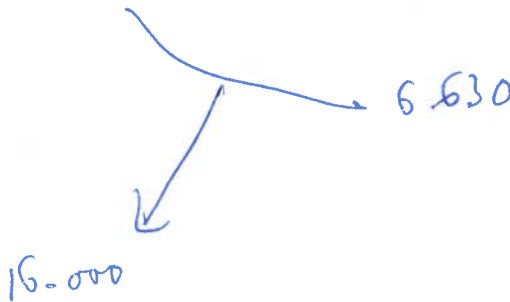


A. Wisner



ONSER 9.500

Paris, le



max 20,000 FF
 (= 2.353 US \$)
 en juin 18 j à 100%

	15.300
JGR	3.000
SEASE	1.000
	<hr/>
	19.300

-
- demander un acte de naissance de 20 j
 - imputer 9.500 FF = 1.118 US \$
de l'ONSER
 - mes dollars. = 780 US

1.898
 - manque (Dublin) = 455 US (3.867,5 FF)

Pan deides famememē para la Reunio, il fueda dōi

mun: si le colloques fuedo - modis a lieu ēi quans (70460.07)

si les minimees Partiegol onē lieu ēi quans

si le sadloyer PVDI a lieu ēi cū

si jē vōis bien ēi HAWAII cōt ētē un à Dallas

Esle fait beaucoup de quōtices, unni d'encei - jē cū

manuiter ēi sur l'entelice i la Reunio

Voyage en Asie du Sud-Est

Fin Mars 1983

359.43.21

tel ~~333~~

114 Changé Elgier

Il faut prendre Philippine Airlines qui, par Manille, est au moins 1.500fr moins cher que les autres des autres lignes (THAI)

J'ai ma grande journée anthropologie le 17.2. et P.R. ne vole de Paris que le Dimanche à Vendredi. donc

Depart le Dimanche 19 Février à 15h d'ORLY sud

par PR 743

Anets (cahier) lundi 20	FRANCFORT	16h 05	(+1)
	DUBAI	21h 05	(+4)
	BANGKOK	11h 40	(+7)
	MANILLE	16h 50	(+8)

Retour Sait samedi 3 Mars 20h20 de MANILLE

par PR 742

Dimanche 4	Anets (cahier)	BANGKOK	23h30
		DUBAI	3h50
Sait	jeudi 8	PARIS	20h20
Vendredi 9 Mars		PR 740	BKK
		DUB	3h50
		FRANCFORT	8h55
		PARIS	9h55

L'arrêt à BANGKOK aura lieu au soir, à l'aller on est retardé en fonction de la reprise de travail

Par l'ONSER ecrire une lettre par l'ordre de mission avec

description du voyage, mode de paiement des billets (à Philippine Airlines ou par Agence ou par moi) et montant des dépenses avec des calculs voyage d'office.

Nouvelles Frontières
Anets
Franco-Cherche

MANICA

2-12 / 9 / 82

RANDOLF S. DAVID
Director
THIRD WORLD STUDIES PROGRAM
University of the Philippines
Quezon City

Office: 97-60-61 local 783
Home : 99-49-77



85.78.11

HOTEL Aurelio ext
ADAM ROOM

MESSAGE

To M

1. Wiener

Time:

8:30

Date

9-10-82

Room:

425

DURING YOUR ABSENCE

M

Mr. Sanders, Employee 1

From

CALLED BY TELEPHONE	<input checked="" type="checkbox"/>	PLEASE CALL BACK	<input type="checkbox"/>
CAME TO SEE YOU	<input type="checkbox"/>	WILL CALL AGAIN	<input type="checkbox"/>
WANTS TO SEE YOU	<input type="checkbox"/>	URGENT	<input type="checkbox"/>

Message

*would like to know
before he can get in touch
of your letter 92-5 pm -
8/8-22-20*

8/8-21-25

Received By:

Ms. Werner.

9 Nov 82

U.P. Phil. Fresh Committee
Secretary

SUNDAY

12:00

Acc. to
To: Prof. Rubio Claviera,
you want to speak to
somebody for U.P. Center
on Scholarship

It would be Pajero to
meet you, Today or tomorrow
at your convenience

Tel # 59-21-33

Ms. Amy Perez

Noni

IYCW ASIA/PACIFIC SECRETARIATE

c/o Hongkong YCW
No. 6, District No. 1
Pui Man St.,
Kowloon City, HONGKONG
Tel. No. (3) 385-532

(Juanito, Naochan, Danny)

IYCW

International Secretariate
rue Plantin 11
1070 Brussels
BELGIUM
Tel. No. 02/521.69.83

(Evelyn, Emilia,

① MISS CLEMEN C. AQUINO
INSTRUCTOR TO THA 2122A
DEPARTMENT OF SOCIOLOGY
COLLEGE OF ARTS & SCIENCES
UNIVERSITY OF THE PHILIPPINES
GRADUATED: A.B. SOCIOLOGY
(CUM LAUDE)

PRESENTLY ENROLLED IN THE
MASTERS OF ARTS PROGRAM
WITH SOCIOLOGY AS MAJOR

She has been recommended
in 1981 for further studies
by the Department of Sociology
UP for a scholarship to
France & is still waiting
for word from the French
Embassy.

~~She was~~ Her recommendation
was reiterated in 1982. So
presently, she is continuing
with her lessons in the
French language.

② MISS LAURA SAMSON
ASSISTANT OF PROFESSOR
DEPARTMENT OF SOCIOLOGY
COLLEGE OF ARTS & SCIENCES
UNIVERSITY OF THE PHILIPPINES

GRADUATED A.B. MASS COMMUNICA-
TIONS

MA. Sociology

As far as I know she
is interested to go to France
but isn't sure if she
has already been recommended

→ when study women
condition?



HOTEL Aurelio

ROXAS BLVD., COR. PADRE FAURA
MANILA, PHILIPPINES 2801

Juanito PENERUITO

1.019 SAN MARCELINO

~~PTP~~
PTP DIGM

MERCED

Lundi 15.18 UP

Mardi 12^h CRUBIO

15^h ~~AMBASSADE~~

Mardi 18^h Cofeteria ??
JEUDI 14-15^h AMBASSADE UP Desceunin

~~V. Di 14-16^h MARTIAL DINNER CLAR~~
UP Cofeteria

Aulluys Coluben

17^h ~~Studenți France.~~
Samedi 11^h JOC

YCW Juanito Penquite

13 16 PERDIGOM /
MERCED

PACO - MAHILLA

J. P. POTTET

prof on glass bridge

MR PEREZ Army

P. Vida Center

2nd on on POTTET

B. Blotting National MR QUIAZON

RIZAL PARK

THE YOUNG CHRISTIAN WORKERS OF THE PHILIPPINES

- * is an apostolic movement of, by, and for the young workers of the country.
- * is fired by the Christian message of love, hope, faith and liberation.
- * is an integral part of an international movement of young workers.

A LITTLE BIT OF HISTORY

Founded by Joseph Cardinal Cardijn in 1912, the Young Christian Workers started in Belgium with a number of young boys as members. It was officially sanctioned by Pope Pius XI in 1925.

In 1957, the YCW gained international status. This was marked by a rally in Rome participated in by 32,000 young workers from all over the world, including the Philippines.

At present, the YCW has existing chapters in 110 countries worldwide.

The YCW has a general membership composed of workers from the industrial, commercial and agricultural establishments. Membership also includes professionals, students, and even the unemployed.

The YCW was established in the Philippines in 1947 by Fr. Hernan Martens, CICM, a Belgian priest. With the mandate of the Catholic Hierarchy in 1950, the YCW expanded to different provinces throughout the country.

OBJECTIVES

The YCW aims to organize young workers into a movement which:

- * participates in integral, progressive, and lasting education to prepare them for present and future responsibilities;
- * urges them to take part in the search for adequate and appropriate solution in their daily commitment;
- * brings out the spirit of liberation, love and hope that lies within each worker;

SERVICES OFFERED BY THE YCW

The Philippine YCW conducts —

- * inquiry campaigns on the situation of the working youth and what the youth can do about this situation. Through the see-judge-act method, the working youth is led to act on his situation and that of his worker friends.
- * labor education programs for young workers. Through this, the workers are made familiar with the labor laws and decrees of the country and the responsibilities of trade union leaders.
- * regular meetings with different leaders from the different categories of workers and communities in the country. These meetings serve as a forum wherein worker-leaders learn from each other, broaden their awareness of their situation and deepen their commitment to the workers.
- * workers assembly for the young workers. This gathering serves as a means for them to discuss and share among themselves their problems and situation at work, family, leisure, etc., to know each other and develop friendly rela-

tions, thereby leading them to see their dignity as persons and the need for collective action.

- * leadership training courses designed to prepare worker-leaders to assume greater responsibilities within the movement and other workers' movements.
- * financial education programs for young workers to make them realize the role of finances in the workers' effort for liberation and the value of self-reliance.

The Philippine YCW organizes and maintains —

- * liaison with other agencies, government and private, national and international, which are involved in youth work.
- * skills training and economic services for young workers in order to prepare themselves for employment and serve in their economic and material needs. These services include dressmaking, tailoring and cosmetology courses; tailoring shop, cafeteria, kitchenette and dormitory management.
- * spiritual development activities especially for young workers; such as retreat, recollection and other religious activities.

YOUNG WORKERS!

"You are not slaves, you are not machines, you are not beasts of burden; you are called to be children of God, possessing human and divine dignity, and with a right to be happy not only later but here and now."

—Cardijn

The Philippine YCW

- is affiliated with:
 - The International Young Christian Workers (IYCW)
- enjoys consultative status with:
 - International Labor Organization (ILO)
 - United Nations Educational Scientific and Cultural Organization (UNESCO)
 - Economic and Social Council (ECOSOC)
 - Council of the Laity (Vatican)
- is a member of:
 - Council of the Laity of the Philippines (CLP)
 - Community Chest Foundation of Metro-Manila (CCFMM)
 - Philippine Youth Welfare Coordinating Council (PYWCC)
- is represented in various civic and religious meetings and conferences

**Young Christian Workers of the Philippines
National Secretariat
1019 San Marcelino St.
Ermita, Metro-Manila
Philippines
Tel. No. 581-343**

27 July 82

Dear Prof Wesner

Please accept this little souvenir
of my sojourn in Paris at your
laboratory.

Thank you very much for your continuous
support and kindness. I have learned a
lot and look forward to finding uses
of my knowledge in the Philippines.

My best regards + see you in the
Philippines soon.

Sincerely,

Clarissa Rahn



HOTEL Aurelio

Cable: "HOTEREL"
TELEX "7420167"

Roxas Blvd. cor. Padre Faura, Ermita
Manila, Philippines
Tel. 50-90-61

YOUR PHILIPPINE HOME

July 8, 1982

Mr. A. Wisner
Ministry Des Universites
CONSERVATOIRE NATIONAL DES ARTS ET METIERS
Departemente des Sciences de l' Homme au Travail
41, rue Gay-Lussac 075005 Paris

Dear Mr. Wisner :

This is to confirm that we have entered in our reservations the following :

NAME	arrival date	length of stay	type/s of room/s	ADREED RATES
MR. A. WISNER	Sept. 2, 1982	10N	1SWB	see remarks


Room (x) Meals (x) chargeable to : Mr. A. Wisner

Remarks : Room Rates : US\$ 24.00 + 10%SC + 10%Tax per night

Please be assured that all efforts will be made for their comfort and convenience in Hotel Aurelio. Thank you so much for your continuous patronage.

Very truly yours,

CONFORME :


Vicky R. de Leon
Room Reservation-In- Charge



ROOM RATES 1982



	SINGLE	DOUBLE
	US\$	US\$
SUPERIOR	50.00	55.00
JUNIOR SUITE	60.00	65.00
ONE BEDROOM SUITE	US\$100.00	
TWO BEDROOM SUITE	150.00	
GOVERNOR SUITE	200.00	
PRESIDENTIAL SUITE	250.00	
EXTRA PERSON IN ROOM	US\$5.00	

FAMILY PLAN: No charge for children under 18 years occupying the same room with parents.

GROUP MEAL RATES

Continental Breakfast	US\$ 3.50
American Breakfast	5.00
Buffet Lunch or Dinner	7.50

Check out time 12:00 noon

GROUP ROOM RATES AVAILABLE UPON REQUEST

Above rates subject to tax and service charge and may change without prior notice.

Manila Midtown Hotel

PEDRO GIL CORNER M. ADRIATICO, ERMITA, MANILA, PHILIPPINES
P.O. BOX 4252 • CABLE: MIDTOWN MANILA • TELEX: MNLMD PH TEL: 57-39-11

GUEST ROOMS

- 600 spacious guest rooms and suites, many featuring extra large beds
- All rooms centrally airconditioned with individual temperature control, color television, radio and taped music selection, direct-push button telephone, private shower/bath, 110/220 voltage outlets
- Several rooms with mini-bar, refrigerator

DINING AND BAR FACILITIES

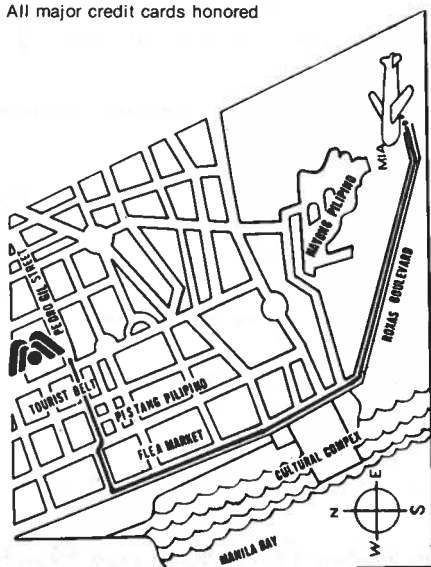
- Mabuhay FILIPINO RESTAURANT
- Sabungan COFFEE SHOP
- Lotus Garden CHINESE RESTAURANT
- Kuretake JAPANESE RESTAURANT
- Cusco COCKTAIL LOUNGE
- Club Valentino DISCOTHEQUE
- Cafe Vogue LOBBY CAFE
- Lotus Garden NOODLE HOUSE
- Oasis POOLSIDE LOUNGE
- 24 — hour ROOM SERVICE

CONVENTION AND MEETING FACILITIES

- Largest hotel ballroom in Manila with capacities from 2200 for banquets to 3300 for cocktails, sound-proof acoustical dividers for division of ballroom into three smaller areas.
- 6 rooms for smaller meetings, private parties, secretariats, workshops

GUEST SERVICES

- Airport — hotel transfer
- Complete health and recreation facilities including sauna, gym, massage, jet-stream showers, Roman baths, tennis courts and swimming pools
- Medical Centre with Doctor on 24-hour call
- Free baby cribs
- Wheelchairs, typewriters and office services available upon request
- Beauty parlor and barber shop
- Shopping arcade with 24-hour telephone and telex, banking, postal, secretarial services, airline and tour offices, car rentals under the hotel's roof
- Same-day laundry and valet service
- All major credit cards honored





Manila Midtown Hotel

July 09, 1982

MR. A. WISNER
Conservatoire Natioanl Des Arts Et Metiers
41, Rue Gay-Lussac 75005
Paris, France

Dear Mr. Wisner:

We are pleased to confirm your reservation for
September 2 - 12, 1982.

The rate of a single room is US\$50.00 plus 10%
government tax.

Enclosed herewith is a complete list of our
room rates for 1982.

We look forward to seeing you.

Very truly yours,

SAL MAGUGAT
Front Office Manager

/amg

CLARISSA A. RUBIO

(61-33-76

(Domicile)

8 PALALI ST.

STA. MESA HEIGHTS

QUEZON CITY

PHILIPPINES

Professeur A. Wisner January 25, 1982

Dear Professeur Wisner,

Thank you for writing me.

I am glad to note that you are active in promoting relations between France and the Philippines, specially your work with Philippine scholars in Paris.

After my term as University President, I went back to my post as Professor of Management also in U.P.

In addition, I have been engaged as a consultant by two ministries of the Philippine

EMANUEL V. SORIANO

GREENHILLS, P.O. BOX 561, RIZAL, PHILIPPINES 3113

government:

- 1) The Ministry of Science and Technology, to help formulate science and technology policy for the country and
- 2) The Philippine National Oil Co., to help formulate the long-term plan for energy in the Philippines.

I hope we will have opportunities to collaborate in the future on some activity. I look forward to seeing you in September.

Best wishes for 1982.

E. V. Soriano



Alfonso is Executive Vice-President Serves as VPAA concurrently

On recommendation of President Edgardo J. Angara, the Board of Regents, at its 942nd meeting, approved on 18 June 1981 the appointment of Dr. Oscar M. Alfonso, Vice-President for Academic Affairs, as Executive Vice-President of the State University. The Office of the Executive Vice-President has been vacant since August 1979. The appointment came four days after Dr. Alfonso has turned 55.

Dr. Alfonso, who has been with the U.P. faculty for 29 years, shall hold concurrently the position of Vice-President for Academic Affairs, a post he has held since January 1977, until a new Vice-President for Academic Affairs shall have been appointed.

Dr. Alfonso was officer-in-charge of the University for the whole month of May this year to enable President Angara to wind up his professional commitments before assuming the U.P. presidency 1 June.

The office of the Executive Vice-President was re-created by the Board of Regents at its 859th meeting on 10 April 1975.

Queried on his holding two positions concurrently, Dr. Alfonso told the U.P. Perspectives that the nomination of the next Vice-President for Academic Affairs and the timing of the nomination are both dealer's choice. Meantime, the concurrent positions do not faze him. "I have often been officer-in-charge of the University serving concurrently as Vice-President for Academic

Affairs," he said. Furthermore, there is convenience in the arrangement in terms of faster flow of paper work.

Regarding the question of whether the filling up of the EVP post dispels the probability of Diliman having a Chancellor, Dr. Alfonso revealed that there had been some inclination in some quarters to appoint a Chancellor for Diliman and Manila. But when President Angara came in, he decided that he ought to have a feel himself of how to run the University. One cannot say for certain at this point that a Chancellor will or will not be appointed.

Dr. Alfonso was officer-in-charge of the Office of Executive Vice-President in 1978, Office of the Vice-President for Administration on many occasions since 1971, and the defunct Office of the Vice-President for Development and Public Affairs



Dr. O.M. Alfonso

OCHermosina

In an exclusive dispatch to the U.P. Perspectives, Dr. Alfonso expresses optimism as he assumes his new office as EVP. Following is a statement he wishes to convey to the University community.

I am thankful to President Angara and the Board of Regents for this opportunity for larger service to the University as I enter upon my twelfth year in Quezon Hall.

This opportunity testifies to the assistance, cooperation and goodwill available to me with good fortune these many years from those who have anything at all to do with my work and my responsibilities—warrant of the probability of success, but without which this opportunity would not be, or would be for naught.

It comes at the onset of an administration which, from welcome indications, bids fair to do well by the University, by being open and accessible, acting fairly and decisively, with dedication and full expenditure of its time and energies on the University's account, mindful of academic traditions and academic values and what the University holds close and dear.

I mean to identify still and be identified with all these in full measure.

in 1973. He was Secretary of the University and of the Board of Regents in June 1970 until 31 December 1976. His other administrative posts include: secretary of the University College in 1960-1961; officer-in-charge of the history department in August 1966; associate director of the College of Arts and Sciences (Manila Unit) in March-June 1969; chairman of the history department in July 1969-March 1970; and secretary, Regents' Commission for the P.G.H. in 1970-1972 that instituted reforms in the government hospital.

He obtained his BSFS, cum laude, in 1949 and MA in history in 1955 from the University of the Philippines. As a NECAID and Rockefeller grantee, he earned his PhD in history in 1966 from the University of Chicago. In 1972, he participated in a seminar on university administration at the University of Wisconsin under a Ford Foundation grant.

He is the author of the book, Theodore Roosevelt and the Philippines 1897-1909 published here in 1970 and in New York in 1974. He edited the U.P. Gazette for six years until 1976. He also served as managing editor of the Historical Bulletin in 1959 and as editor of the General Education Journal of the University College in 1961.

He also chaired a number of important University committees and participated in various conferences here and abroad including membership in the U.P. delegation that visited the People's Republic of China in 1978. He is a regular member of the National Research Council of the Philippines, Phi Kappa Phi, Pi Gamma Mu, and Phi Alpha Theta.

Dr. Alfonso is married to Professor Caridad Semaña Alfonso of the College of Public Administration. □

Welcome,
freshmen!

AY 1981-1982 opens 6 July

President Edgardo J. Angara will formally open the University of the Philippines' academic year 1981-1982 at a convocation on Monday, 6 July at 8:30 a.m. at the University Theatre in Diliman. He will be introduced by Dean of Students Oscar L. Evangelista. Ms. Adelaide S. Fider, who belongs to the top 20 of successful UPCAT examinees, will make the response on behalf of this year's freshmen. Dr. Gemino H. Abad, Secretary of the University, will give the opening remarks.

This year's freshmen will be presented by their respective Deans: Prof. Martin V. Gregorio of Arts and Sciences, Prof. Napoleon V. Abueva of Fine Arts, Dr. Jose A. Carreon of Fisheries, Dr. Ramon P. Santos of Music, Prof. Cynthia V. Abad Santos of Sports, Physical Education and Recreation (SPEAR), and Dr. Pastor N. Pilar of U.P. College Manila. Musical numbers will be rendered by the U.P. Madrigal Singers. Assistant Dean of Students Lt. Benah D. Naval will emcee. □



Students undergo rigours of U.P. enrolment

OCHermosina

*A quick
look & see*

Regreening the U.P. Campus. The U.P. Garden Club has embarked on a project to turn the campus into a botanical paradise. In the not-so-distant future, the U.P. lagoon will bloom into a huge arboretum that will feature groupings of indigenous greens.

3

"The U.P. is my constituency, and I intend to serve it faithfully." With this remark, President Angara affirms his commitment of service to the University for the next six years. During the three-hour long press conference with outside mediemen and campus journalists, the President outlined some of his projections he would want to accomplish under his term.

4

The U.P. President's lady. Charming and gracious, Mrs. Gloria Manalang Angara says that U.P. has always been something special to her family, her grandfather having been in the University service for quite sometime.

5

Blow hard! With 46 fellows, the 1981 Creative Writing Centre Writers Workshop takes the craft or sullener art of writing for its theme. From happy indication, the growth of Philippine literature is assured.

6

Protests rock coop elections. The U.P. Credit Cooperative, Inc. finds itself in hot waters. Its annual election held in March were marred by a flood of protests. The controversy, in fact, has found its way to the desk of the Ministry of Agriculture, creating quite a few complications.

7



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Asian universities for purposes of manpower development.

Fine Arts Building

The dean and the faculty staff of the College of Fine Arts called on President Angara, 10 July, and requested him for the use of the 1980-1981 P7.4 million budget for the Vargas Museum and the CFA (construction estimate actually is P18 million) for the construction of "building shells" for the complex.

The President, however, pointed out that since U.P. has no capital outlay for CFA for 1982, CFA could opt to use said money (for building shells) for a complete building which can house the Vargas Museum and some CFA classrooms. He promised to help CFA in its 1983 budget.

USC Constitution

President Angara, with Executive Vice-President Oscar M. Alfonso met with Mr. Jesse Gimenez and officers of the U.P. Student Council (Diliman/Manila campuses), 15 July; other meetings preceded and followed this. Agreement has now been reached on all provisions of the Student Council, including the provision on ratification of the Constitution in a student plebiscite by a majority of the votes cast by qualified voters. Central Administration will help the Student Council in the information drive on the Constitution to encourage all students to vote.

the British government on these matters.

The same role could be played by our own National Academy, for some of our most eminent scientists compose its membership. Even now, the National Academy can become a potent force in forging a national will to draw Filipino talent into advanced science and technology.

The Academy is in a singular position to provide independent and disinterested advice to our people and government. As the New Republic embarks on a new economic programme, I urge you to wield your prestige and influence to bring about a fundamental change in popular attitudes regarding scientific research. The country must realise its true value as the indispensable basis for our progress into the 21st century.

We are fortunate to be present at this time and era in our history. With the proclamation of a New Republic comes a clear call for a fresh start in our effort to achieve, through science and technology, a better life for our people. It is my hope, as it is your dream, that the National Academy of Science and Technology will be at the forefront of this renewal of effort and resolution. □

Speech delivered by President Angara before member academicians of the National Academy of Science and Technology on 9 July 1981 at the PICC.



Despite big offers from the private and public sectors to take on important positions, former U.P. President Emanuel V. Soriano has chosen to continue serving the University.

In an interview with him in his office at the College of Business Administration, he said that he intends to maintain his affairs with the University primarily because he has a continuing commitment to the field of management education. He said further: "As a former U.P. President, I have a unique problem in a sense that even if the salary is high for jobs offered to me outside the University, I cannot just take on any position which will be perceived by people as a letdown."

At present, the former President is back at the College of Business Administration where he handles two classes on business policy in the MBA programme. He might also take on another course next trimester in the doctoral programme. Dr. Soriano also wishes to try out an undergraduate class sometime next semester because according to him he has not handled any undergraduate class since the '60s.

Besides his teaching assignments at the College, Dr. Soriano does consultancy work, both inside and outside the university. He has also his own businesses to manage. He has seen to it, however, that these do not depend on him. He has other people to see to their day-to-day operations.

When asked how his present job compares with his previous assignments, Dr. Soriano said that his present involvements, teaching and consultancy, are not any less rewarding. "I find them just as challenging and interesting. The big difference is that I feel less tense now, because the job out there is in many ways a dangerous job," he said. He added that the job of the president is both challenging ("because there are lots of things you can do") and frustrating ("because many things are out of the president's control").

Looking back at his past position, he was candid enough to admit that he felt incapacitated by the "loss of U.P.'s fiscal autonomy during the last six years." He added that "It's one thing to have more money and at the same time be restricted on how you can use that money." He put most of the blame to the generally paralysing red tape of government in current operation. Another factor is the uncompetitive salary scale in U.P., which, according to Dr. Soriano, is largely instrumental in losing talents to other centres of excellence, mostly to the private sectors and schools abroad that could almost double the pay cheque that U.P. could give. Despite these problems, Dr.

Soriano was able to pursue a number of developments in the University during his incumbency. Top in the list is the democratisation of admission policy, followed by the establishment of the U.P. in the Visayas. He also spearheaded the creation of another autonomous member of U.P., the Health Sciences Centre.

In terms of infrastructure, he mentoned a number of physical improvements on campus. Amongst them are the Asian Institute of Tourism, the College of Business Administration, the School of Economics, the U.P. Integrated School and the Film Centre.

The University has also forged linkages with other universities abroad. To name a few, there are ongoing linkages with Kyoto University and several French universities. Plans are also underway to link up with Australian universities.

These are but few of the myriad achievements during Dr. Soriano's term, spanning six years, from the time he became Executive Vice-President in 1975 to his appointment as President from 1979 to 1981. The rest is summed up in three U.P. annual reports.

Of the new administration, Dr. Soriano expressed optimism over President Edgardo J. Angara's commitment to serve the university. He said, however, that the U.P. presidency can never be a one-man job. "President Angara," he added, "should be able to recruit capable people who can help and who are willing to take on the sacrifice of working in Quezon Hall."

The former president's reminder should indeed be given a serious thought. Perhaps, the new president is still in the process of choosing the right people. But one thing is sure. President Angara is already assured of the services of one man, Dr. Emanuel V. Soriano, who, although is no longer in Quezon Hall, is still very much around.

—Rosario T. Padilla

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'I am prepared to take a stand'

When Edgardo Javier Angara was chosen by the Board of Regents as the 14th UP President, the initial reaction of most members of the UP community was one of blank puzzlement. "Angara who?" was a common query that passed through many minds last summer.

Coupled with this questioning well come were several things that were also begging to be answered, as more and more things began to be known about the new president. Why him? Why a man who has had virtually no connection with the UP except for the fact that he is an alumnus? Why a man who has definite connections with Defense Minister Juan Ponce Enrile?

Why him, indeed. The soft-spoken self-confident man who was sworn in by President Marcos last June 5 thinks that the BOR had "the wrong notion that I had some administrative ability". Other sectors, most especially the student populace were only too wary of a possible answer. The resurgence of student activism in campus was believed, by them, to have prompted his appointment.

Whatever it is, the head of the top law firm in the country, whose only dream in youth was to be the mirror of Balser, now holds the UP mace, with all the authority it symbolizes.

The Collegian staff interviewed the President at the Executive House in the hope that he would shed light on his plans for the university, and make him cease to become a total stranger interspersed with banter on the merits of his Datsun limited edition sports car, which he describes in glowing, almost loving terms, he expounds on his views concerning several issues facing UP and touching on his six-year term.

When we first heard of your appointment as UP President, we noted your connection with Defense Minister Juan Ponce Enrile. To what extent will this political connection influence your decisions?

First of all, it's not a political connection, it's really a personal friendship. And our friendship antedates my coming into government.

I got to know him here in UP. He was a senior and I was an entering freshman at the College of Law. We belonged to the same frat, and then, when there was a vacancy in his old law office, he was the one who recruited me. I was a very young lawyer then, and somehow, maybe he liked my work, in every legal project that he handles, he takes me along as his parang backstop. So our relation went beyond the professional. We became really personal friends.

I'm proud of the fact that we've maintained the friendship. You know, it's mutual respect and so no one, I think, has ever taken advantage of each other's position. That's why I think our friendship has lasted this long.

No, I don't think I will ever seek anyone's help if it will cause damage or injury to anyone. I will seek my friends' help in order to advance, for instance, the university's interests. And my friendship is not simply limited to Minister Enrile. I have friends who are Cabinet members, not because they are Cabinet members, but because they were, at one time or another, my client. It's a professional relationship and a personal one at that.

From your personal observations since you assumed office, what do you think are the basic problems of UP?

You know, I said that we have a very limited financial resource base. Like the UP System has a budget of P430 M that is allocated among the different units. UP proper, which is composed of Diliman and Manila, is allocated about P170 M.

Now, out of the P430 M, only about P77 M is internally generated by the resources of UP—tuition fees, kung ang-

ano, tapos the land grant. So you can see that the greater bulk of the money that goes into the operation of the UP is government. And since these funds will tend to be smaller rather than more in the future, since other state educational institutions will compete for the same peso, I said this is a very narrow base, we must expand it.

Now, how do we expand it? First, sigurong nga, from the internal sourcing. Like Basilan, how come the Basilan (Land Grant) is only earning P11 M gross. With expenditures of about P9 M plus, that gives us only a profit of about P1.2 M, with 4,000 hectares there. I know of a privately-run plantation, in Basilan too, of only 1,000 hectares, and it makes about close to P2 M in net profit. How come our own land that we run ourselves is not giving us enough income to supplement the internal source.

I think we must, first of all, tap the internal sources of income—how we can increase the income from this land grants, from these consultancies that we're doing all the time. Later on, go outside and actively solicit and build up a private fund so that you can support this faculty development and the capital infrastructure of the university.

Ang tagal na natin, eh. How old are we, over 10 years. But that fund has not yet been developed. Abroad, I think, that's the bigger source of their funding, the outside fund. The endowment fund and the private donation funds are big. If, during my time, I can start that, give the seed capital to that fund, I'll be happy. I don't know how much, but I'd like to raise a substantial amount so that we are not always dependent on government sources.

What steps do you intend to take to recover UP's fiscal autonomy from the Budget Ministry?

Under the present system, we are treated just like any government agency. All our money goes to the national government and we have to go through the Budget Ministry if we need anything.

This procedure, however, reduces our flexibility. For example, if an urgent need exists, by the time we have gone through all the bureaucratic red tape, the need is already gone. Also, we are restricted in allocating resources to units that badly need such money.

I'm having our people study the problem thoroughly, and then I plan to recommend that UP be treated as a special case and exempt us from this system.

What is your greatest fear as UP President?

That I'm not able to marshal enough resources to support our programs, that is my greatest fear. Some people think that I can be a miracle man and bring in all this money into UP. No! I think the system is so complicated. Like, I foresee my first year at the university is just housekeeping, you know, just reviewing our administrative machinery so that we can render faster service to the community, looking after the academic buildings, the dorms, make up on that, modernize it. Things like that. So that's not exactly a chief executive position.

What is your definition of academic freedom?

Why, I said before that, in essence, academic freedom means the right to seek the truth and state it as one sees it. OK that is a value that is valuable to the university as well as the university teacher because that is the only way you can enrich or advance the frontiers of knowledge. You can do things and say things without fear of retribution or anything, whether from the university administration or outside.

On the other hand, when I speak of my academic freedom, I must also con-



sider the academic freedom of Roan (Libarios, the Collegian editor). I cannot just say to Roan, you're a lousy writer, because it has to have some accommodation.

One of the things that made Pres. Soriano unpopular among the students was that he easily panicked in the face of a student demonstration. What will you do if you are requested for permission to hold a rally?

Well, kung ganoon, as long as you let me know in advance and we agree on the guidelines and ground rules, no problem sa akin yan. I'm not going to be frightened.

All I ask the students is to police their own ranks so as to prevent the destruction of university property and injury to anyone, be they participants or bystanders.

Another reason for President Soriano's unpopularity was his wishy-washy stand with regards to the Education Act of 1980. He doesn't seem to have a stand.

Hindi naman. I think I'm prepared to take a stand. Whatever it is; and I hope the UP community accepts it.

Whatever it is, I'm not going to adopt a stand simply because it's popular. I'd like to make my own judgement, and, of course, if you make a judgement, you take into account the sentiments of people. But, over-all, it's your end responsibility really, your own perception of your duty to the university. So I'm not going to run away from it.

What if the University Council takes a position you are not personally in favor of?

Well, first of all, I'd reason out and argue my position. If they agree with me, fine. If they don't I respect their position and I hope they'll respect mine, too.

I think I will take a stand consistent with the interests of the university as I perceive it. That's important. I think it's also important to state your position as clearly as possible, discuss it with them, and, whatever position you take, they will understand it naman.

If a student is detained, are you willing to intervene on his behalf?

Ah yes, oo. If they are detained, I'd like to work for their release, regardless of the charge. As a lawyer, you're not supposed to make a moral judgement of the accusation, so I'd like to

render assistance on that basis. If necessary, even designate a lawyer to help our own people.

President Soriano has made a statement that the campus should not be a sanctuary for subversives. What do you think of this?

Yes, that's also true. But the problem there is one of definition. Who will draw the line, and who will say that I am a subversive and Roan (Libarios) is not? Well, I guess that is something we cannot lay down a general rule on, but we have to judge it on a case to case basis. But, ako nga, regardless of the charge against a particular student, since I feel that I have an obligation to that particular student, I'd like to be able to help him. Not just seek for his release, but even provide the legal assistance for him if he is actually charged.

We are impressed with your efforts at establishing rapport with the students. Do you plan to continue this, especially student-administration dialogues?

Definitely. But I don't want to formalize this thing. If they are formalized, they degenerate into a routine which may be tedious. Then, they might be taken for granted.

It would be better if we keep them informal. For example, if you have a problem you want to discuss, you can come to my office and we can talk there or at the Executive House about it. I already left word with my secretary that if someone wanted to see me and was already in the office to show him in. If he came all the way to Quezon Hall, the least I can do is see him.

What plans do you have towards your student constituency here at UP?

This is my initial impression. We have definite programs for the different constituencies of UP, for faculty, for administrative staff, etc. I asked Dean Oscar Evangelista (Dean of Student Affairs) what kind of programs do we offer our students exclusively for them? And I have the suspicion there is none.

So I'd like to enlist the help of you students to help me think what kind of specific project or program we can set up, at least during my term. Just help me in the thinking.

That's my impression, parang wala tayong definite program geared exclusively for students. And that is my biggest constituency, the student population.

EV Soriano on PB 524

In deference to former President E. V. Soriano's request, the Collegian is printing his report on the Education Bill delivered Sept. 10, 1980.

I

A review of some of the significant events leading up to the August 12 Batasang Pambansa Committee on Education hearing is in order.

On July 2, I had circulated to the University community including Los Baños, the Health Sciences Center, UP in the Visayas, and our regional units, a copy of Parliamentary Bill 524 which the Batasang Pambansa Committee on Education had already reported back to the Batasang Pambansa. "With the recommendation that the Bill... be approved." I called for a study of that Bill and comments or recommendations to be submitted to my Office.

On July 17, upon invitation by Minister of Education Oreste D. Corpuz, I submitted to him a Memorandum on the Education Bill, as reported out by the Batasang Pambansa Committee. In which Memo and in an appeal that, in the Bill, as worded at that time, the University continue to operate under its own Charter. Minister Corpuz then identified his intention to me to meet with the University community and conduct a dialogue on the Education Bill.

Thus, on July 23, we held a special University Convention at which I read and explained my memorandum to the Education Minister, and Minister Corpuz, in his speech, informed us that he had some 81 amendments to the Education Bill, 2 or 3 of which he read. On July 28, we officially requested Minister Corpuz for a copy of the Education Bill containing the 81 or so amendments, and asked for information on the schedule of public hearings on the Bill.

On July 31, we again circulated to the University community a copy of the Education Bill "as modified by the [Batasang Pambansa] Committee" on Education, which we had received early evening of July 29.

I then formed a Committee headed by Vice-President Alfonso to study the new version of the Education Bill and draft a Resolution for consideration by the University Council.

On August 2, at a special meeting of the University Council, the draft Resolution prepared by the Committee of Dr. Alfonso was not passed. However, the Council expressed strong objection to the Education Bill as modified, finding it "unacceptable on grounds of academic freedom and institutional autonomy."

Thus, on August 4, I constituted another Committee of the University Council, headed by Prof. Priscilla S. Manalang, to draft a Resolution which shall embody the August 2 motion of the University Council finding the Education Bill "unacceptable in its present form." This draft Resolution was to be accompanied by a paper explaining particular objections to the Education Bill.

The Committee of Prof. Manalang was given two weeks to come up with Resolution and Position Paper for action by the University Council.

It was, however, to be less than two weeks because, shortly afterwards, I received an invitation to appear before the Batasang Pambansa Committee on Education at 3 PM on August 12.

II

I called a special meeting of the University Council in Diliman on August 12 in the morning precisely because that afternoon I was invited to present my views as President of UP.

It was my intention that the University Council in Diliman, of which I am the Chairman, be given, before I appear in the Committee hearing, an opportunity to pass a resolution on the Education Act which, as Chairman of the University Council, I could present to the Batasang Pambansa Committee.

By a vote of 164 for and 100 against, the Resolution and Position Paper prepared by the University Council Committee under Prof. Manalang was passed. Then, to prevent public misunderstanding of this action by the University Council, a second Resolution was passed by a vote of 263 for and 1 against. This second Resolution reads as follows:

RESOLUTION ON PARLIAMENTARY

BILL 524

The University Council of the University of the Philippines, in special session assembled, resolves, by

a rule of 263-1.

1. To express its strongest objections to Parliamentary Bill No. 524, as modified by the Committee and to urge its withdrawal; and,

2. To urge the Batasang Pambansa to take steps towards the enactment of a comprehensive education bill that shall take into account the opinions of the different sectors of Philippine society with an interest in the educational system in open, fair, full and free public hearings.

Done in Diliman, Quezon City, Philippines, this 12th day of August 1980.

At about 3 o'clock that afternoon, I spoke before the Batasang Pambansa Committee on Education and Culture. Among those present were Chancellors Javier and Rola of UP, at Los Baños and UP in the Visayas; Vice-President Alfonso and Secretary Abad; Prof. Embrencia Arceilana of the UP Faculty Organization and Mr. Leopoldo Cortes of ONAPUP; Prof. Esteban Bawleta, Director Plerida Ruth Romero, Prof. Priscilla S. Manalang, and others.

Also invited to the Committee hearing were Chancellors Javier and Rola, both of whom, for lack of time, had no opportunity to speak; and Prof. Archana and Mr. Cortes both of whom were given the opportunity to speak. There were other speakers from other educational institutions or associations.

At this Committee hearing, before I presented my
(Continued on page 5)



CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Copie

Paris, le 15th December 1983

Monsieur le Professeur KOGI
RESEARCH CHIEF
INSTITUTE FOR SCIENCE OF LABOUR
1544 SUGAO MIYAMAE-KU
KAWASAKI 213 (JAPON)

Dear Dr Kogi,

I hope that you have received my long letter of November 23rd. Some new developments have occurred in the last 3 weeks. As far as we can have a clear time schedule in this difficult period of history, I will leave Paris Sunday 19th February and leave South East Asia either Saturday 3rd or Thursday 8th March. I will stay nearly all the time in Manila where I am invited to teach at U.P. and where I have to discuss seriously the thesis of Pr Clarissa RUBIO.

If you think useful for me to stop at BANGKOK either at the beginning or at the end of my travel, I would very happy to do it for SEAES, H.E.S.A., ILO and - of course - yourself. In this case an invitation letter from you would be helpful for I have always difficult money problems for this travel. A rather quick answer about the period of my stay in BANGKOK would be agreeable for I have to buy a cheap airflight ticket where my stop in BANGKOK has to be written.

Happy new year.

Truly yours.

A. WISNER



CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL - ERGONOMIE

Paris, le 23th November 1983

*Dear brother, I answer by this copy
to your letter of 26th October. It is
not very nice but it is hand for me
to write in english.
With my best regards*

Dear Dr Kogi,

Monsieur le Professeur K.KOGI
RESEARCH CHIEF
INSTITUTE FOR SCIENCE OF LABOUR
1544 SUGAO MIYAMAE-KU
KAWASAKI 213 (JAPON)

I would like to thank you for your letter of 8/11/83 about SEAES and to inform you of the discussions and decisions of the recent IEA council meeting in TORINO (5-6/11/83) about SEAES and the Human Ergology Research Association (HERA).

I enjoy the good news about SEAES. 100 people interested in it, is a great number. I see also that the preparation has progressed a lot with the preliminary draft of SEAES constitution, I agree fully. I would like only to suggest a small alteration in article 2. I think that the object of the Society is too restricted to teaching ("learning and advanced education"). I would like to write "knowledge and action" instead of "learning". It would give "knowledge, action and advanced education". Other key words could be used instead "research, study, analysis, technical and organisational solutions, norms, recommandations".

I would be very happy to discuss that and lot of other matters with you and Pr MANUABA during the foundation meeting but I am afraid that the dates will not correspond to my 1984 time schedule. I intend to visit South East Asia from 19th February to 4th March and to stay at BANGKOK and MANILA. But all this is rather problematic for I have very little financial support and I am not sure that the situation in PHILIPPINES will allow me to visit U.P. Could you inform me of the dates and places where I can meet you and Pr MANUABA during this period ?

Do you think that a BANGKOK University will be interested by a seminar on our researches in anthropotechnology ? We have now 5 good researches : in phosphates mines in TUNISIA, in a brewery in CENTER-AFRICA, in the metro in RIO DE JANEIRO, in the telephone company in MANILA, in the electricity industry in GRECE. Of course, I dont expect any retribution of such a seminar.

Do you think that ILO BANGKOK could write me a letter of invitation - even without financial support - It would perhaps help me to find some subvention in FRANCE.

SEAES has been extremely well received by the IEA council the members are waiting your official demand with the approved constitution and composition of the council of SEAES. The question is about the type of membership. SEAES will have all the scientific and moral qualities to obtain full membership as federated society but then SEAES will have to pay to IEA

.../...

*this is
what I
have added
on a copy
to A. MANUABA*

each year for 100 members around 125 US \$. Is it not better to ask for the status of affiliated society where no dues are until now asked for ? This is something we shall have to discuss.

Staying on the question of money, I would like to contribute again to SEAES, but money questions begin to be very difficult in Europe. I dont know yet what money I will be authorized to take out of France for my travel in South-East Asia. Shall you have soon an SEAES bank account ?

In the same IEA meeting, the permanent question of the meeting of ergonomics for developing countries to be organized by ILO, WHO and IEA has been raised again. You remember, that MEXICO has accepted, then bankrupted and cancelled. BRASIL has done the same. The candidate country is now TUNISIA and ILO shall have - or not - a firm proposal of the Secretary of Labour of TUNISIA at the end of this month. If it works, it will take place in TUNIS in April 1985. The ILO preparatory group is always Harry DAVIS (also president-elect of HFS), I. KUORINKA and I. ILKKA KUORINKA (FINLAND) will be associate professor at the CNAM from March to May 84 and it will help for the preparation. But if TUNISIA is unable to organize the meeting, the government of THAILAND will be sollicitated by ILO, SEAES will be asked to contribute strongly and K.KOGI will be considered as the key man.

My last point in this too long letter is about IEA discussion of the Human Ergology Scientific Association. The J.E.R.S. is always strongly against as it has been understood from the positions of SUGIYAMA and NORO. They suggested that Mr H. SATO who wrote was not in agreement with the chairman-another M. SATO, that the japanese things have to be managed by japereses and that they need delay to get an agreement between the 2 societies. The council decided to admit the Ergology Society as affiliated to IEA but accepted a delay before the official admission to let JERS save her face. The formal positive decision will be anyway taken during the next council meeting that will take place either in HAWAI in August or DALLAS in October. I have to say that the discussion has been bitter and the J.E.R.S. members very isolated.

I hope that you shall understand my broken english, much too bad for these delicate matters.

Truly yours.



A. Wisner



MINISTÈRE DES UNIVERSITÉS
CONSERVATOIRE NATIONAL DES ARTS ET MÉTIERS

Département des Sciences de l'Homme au Travail
PHYSIOLOGIE DU TRAVAIL — ERGONOMIE

Paris, le 12th January 1982

Monsieur le Professeur SORIANO
C/O OFFICE OF THE PRESIDENT
ADMINISTRATION BLDG
UNIVERSITY OF THE PHILIPPINES
DILIMAN, QUEZON CITY

(Philippines)

Dear Pr SORIANO,

If I have not written to you earlier, it is not that I forget U.P. and his friendly former E.V.P. and President. It is only that I am overloaded, as many of us.

A growing part of my scientific life is now connected with what I did in 1979 as an invited professor at U.P. Since that time, I have written a book on what I call now Anthropotechnology. I am preparing a smaller book collecting some of my papers translated in english in the last 10 years. When it will be published, I will send it to you.

I am much more involved in the relations between Philippines and France as a member of the council of the France-Philippines association, in charge of the university relations. Miss Clarissa Rubio of U.P. department of Sociology is working quite well in my lab. I have written one of my papers of ILO in collaboration with Alfredo ROBLES, son of U.P. Professor ROBLES and very brilliant student in political science, I work also with Daniel VELASQUEZ (political science) Pr LAURAN (Music) and different other U.P. scholars in Paris. I am now a good relation with ambassador MABILANGAN.

In summer of this year I will travel to Eastern Asia in relation with the TOKYO International Ergonomics Congress and I intend to spend in Philippines the period from 5rd to 12th September. I would be very pleased to see you again and to have a new contact with my colleagues at U.P. I will also visit Miss RUBIO in her department.

I wish a happy new year to yourself, your family and your friendly country.

Truly yours.

A. Wisner.

UNIVERSITY OF THE PHILIPPINES
Quezon City

make one correction, I am not a doctor.
I only have a masters degree in Sociology
from the University.

I am very glad to have your advice
about the language and housing accommoda-
tion. The US Philippine French Committee is
offering French classes for nominees like me.
However, about housing, I am unable to
make arrangements yet since I don't have
any news ~~yet~~ about the grant. I will
write you as soon as I have news.

I will be writing the two sociologists
whose names you gave me to request them
to help me in my studies.

Again, I would like to thank you
for giving me the opportunity to work
with you and learn from you.

My address is :

Department of Sociology
College of Arts + Sciences
University of the Philippines
Diliman, Quezon City
Philippines

Sincerely, yours,
Clarissa A. Rubio

U. P. NAMING MAHAL

U. P. naming mahal
Pamantasang hirang
Ang tinig namin
Sana'y inyong dinggin.

Malayong lupain
Amin mang marating
Di rin magbabago ang damdamin
Di rin magbabago ang damdamin

Luntian at pula
Sagisag magpakaylan man
Pagdiwang natin bulwagan ng dangal
Humayo't itanghal, giting at tapang
Mabuhay ang pag-asa ng bayan
Mabuhay ang pag-asa ng bayan.

The
LECTURE SERIES COMMITTEE
UP COLLEGE BAGUIO

cordially invites you

LECTURE-FORUM
(First of a Series)

on
"THE POSITIVE CONTRIBUTIONS OF THE
HUMAN SCIENCES TO INDUSTRIAL
DEVELOPMENT"

Speaker: Dr. A. Wisner, Psychologist
Conservatoire National des Artes et
Metiers, France

Date: July 30, 1979, Monday
3 p. m.

Place: UPCB Auditorium

M

(This serves as an invitation)

The
UP COLLEGE BAGUIO
RECREATION SERIES COMMITTEE
P R O G R A M M E

U. P. NAMING MAHAL

cordially invites you

U. P. naming mahal
Pamantasan ng Iloilo
Ang tanyag namin
Sana'y inyong dinggin.

I. Philippine National Anthem

II. Opening Remarks MARQUEZ O GO

Malayong lubain
Amin mang maringing

III. Introduction of the Guest Speaker DR. JULES DE RAEDT

Di rin masapayo ang damdamin
Di rin masapayo ang damdamin

IV. L E C T U R E DR. A. WISNER, Psychologist

Conservatoire National des Artes et
Metiers, France

Luntian at pala

V. O P E N F O R U M

Sagisag nangpakayian man

VI. Closing Remarks DEAN SOPHIE M. CATBAGAN

Pagdiwang natin bulwagan ng dangal
Humayon' nangal, giting at tolong

Mabubay ang pag-asa ng bayan
Mabubay ang pag-asa ng bayan

Vii. UP Naming Mahal

Date: July 30, 1978, Monday
3 p.m.

Emcee Ms. ROSARIO LABARDA

Place: UPGB Auditorium

M

(This serves as an invitation)

**AMBASSADE
DE
FRANCE
AUX PHILIPPINES**
SERVICE CULTUREL

PS/RC
N° 0341 SCSC

Manille, le 5 mai 1992

Monsieur le Professeur,

Suite à votre lettre du 31 mars, je souhaite accuser réception de votre demande et vous rendre attentif à quelques considérations qui me paraissent importantes.

Les aides financières accordées par le Ministère des Affaires étrangères au titre de la coopération scientifique, technique et éducative s'inscrivent dans le cadre d'une programmation annuelle. Ceci signifie que l'aide éventuelle ne pourra s'inscrire qu'au programme de l'année 1993. Ce dernier sera discuté au mois de septembre de cette année.

Je souhaite également attirer votre attention sur le fait que nous n'accordons qu'à titre exceptionnel des aides ^{pour} des projets isolés et dépourvus de perspectives à court, moyen et long terme. En fait, notre choix de financement se porte avant tout sur des projets catalyseurs. Ceux-ci ne doivent pas se suffirent à eux-mêmes, mais, au contraire, déboucher sur des échanges concrets, seuls garants, à nos yeux, d'une coopération efficace et profitable pour notre pays et les Philippines.

Dans cette perspective, un accord entre l'Université des Philippines et le CNAM semble souhaitable, mais je souhaiterais, avant tout, connaître avec précision les objectifs et l'impact de votre projet de coopération.

Dans l'espoir d'avoir su répondre à votre attente, je vous prie d'agréer, Monsieur le Professeur, l'expression de mes sentiments les meilleurs.

Pr. A. WISNER
Conservatoire nationale des
Arts et Métiers
Ergonomie et Neurosciences du Travail ★
CNAM-LENET, 41, rue Gay-Lussac
75005 PARIS



Philippe SEYER
Attaché scientifique

A handwritten signature in dark ink, appearing to read "Seyer".

Paris, le 19 Juin 1992

Monsieur Philippe Seyer
Attaché Scientifique
Ambassade de France aux Philippines
Ministère des Affaires Etrangères
37 Quai d'Orsay
75007 Paris

Monsieur l'Attaché Scientifique,

J'ai lu avec intérêt, à mon retour d'une mission de 6 semaines au Brésil, votre lettre du 5 Mai 1992.

Je suis trop familier des règles qui président aux échanges scientifiques entre la France et les pays étrangers, pour ne pas savoir qu'il ne faut attendre de soutien que pour les actions portant sur des domaines fortement établis. C'est la raison pour laquelle j'ai financé de mes propres moyens plusieurs voyages aux Philippines et que j'ai obtenu, à plusieurs reprises, d'organismes privés les moyens pour des chercheurs Philippines de venir travailler en France.

Les difficultés linguistiques des Philippines ainsi que les problèmes politiques du pays, ne m'ont pas permis d'établir un courant d'activités en ergonomie tel qu'il puisse rentrer dans le cadre des échanges que vous formalisez. Comme je prendrai ma retraite dans un peu plus d'un an, il est certain que je ne serai pas, dans l'avenir, un interlocuteur pour un tel projet.

Je suis heureux d'avoir pu établir des liens solides entre les Universités françaises et brésiliennes, et entre le CNAM et l'Université thaïlandaise, mais en fait, cela ne me console pas de mon échec aux Philippines, pays qui a le plus grand besoin de dégager une philosophie du développement industriel qui le détache de l'influence culturelle américaine.

Je dois avouer que je n'ai d'ailleurs pas été aidé par les équipes diplomatiques françaises qui se sont succédées à Manille. Toutefois, j'ai toujours reçu de ces équipes le meilleur accueil, ce dont je leur suis très reconnaissant.

Je vous prie d'agréer, Monsieur l'Attaché Scientifique, l'expression de mes sentiments les meilleurs.

A. Wisner