

ASEAN 人造りプロジェクト
フィリピン人造りセンター
計画打合せチーム報告書

昭和59年4月

国際協力事業団

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昭和59年4月

国際協力事業団

国際協力事業団	
受入 月日 '85. 5. 21	118
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	SDC

序

フィリピン共和国政府は、均衡のとれた農村開発と国民の生活水準向上を目的とした農村生計向上運動を展開しており、昭和56年1月の鈴木前総理大臣のASEAN諸国訪問の際提唱された人造り構想に基づき、水産養殖、建設、家内工業の分野において農村開発の担い手を育成するフィリピン人造りセンターの成立について、日本の協力を要請した（昭和57年9月9日討議議事録R/D署名）。

今般当事業団は、本プロジェクトの進捗状況を把握し、プロジェクト運営全般についてフィリピン側関係者と協議を行うため、計画打合せチームの派遣を実施した（昭和59年3月18日から24日まで）。

本報告書は、同チームの現地での調査及び協議内容等を中心にとりまとめたものである。

ここに、同チーム派遣にご協力いただいた外務省、農林水産省、建設省及び通商産業省ならびに在フィリピン日本国大使館等の関係諸機関の方々に対し、深甚の謝意を表するとともに、あわせて今後のご支援をお願いする次第である。

昭和59年4月

国際協力事業団

理事 中 澤 式 仁

ASEAN人造りプロジェクトフィリピン人造りセンター 計画打合せチーム報告書目次

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PART I

フィリピン人造りセンターについて

THE AIMS OF THE PHRDC

The Philippine Human Resources Development Center has been created by Executive Order 785 as the National Center for the ASEAN Human Resources Development Project assisted by the Government of Japan. This assistance involves a five-year technical cooperation and grant aid for technology transfer in four program areas.

Directed towards positive support to national economic development through the upgrading of manpower capabilities and appropriate technology transfer, the Center aims to:

1. Ensure that the human resources development efforts are productively applied to new and existing training enterprises;
2. Strengthen established infrastructure for training related to human resources development and to effect the networking of such existing training facilities;
3. Encourage and introduce appropriate curricula and training programs that promote technology upliftment likewise responsive to industry's demands;
4. Source and negotiate for training opportunities with Japan and other ASEAN countries as a means of enhancing technical cooperation and technology transfer;
5. Provide and facilitate information flow not only among local training agencies but also with Japan and other ASEAN countries.



THE PROGRAMS

participants. Computer education activities include developing computer aided instruction courseware and conducting training programs designed to promote awareness and appreciation of the computer and its applications.

Through the complementary multi-media technology acquired from Japan, prevailing practices in educational media can be upgraded and refined to support the Center, its services and programs.

Behind these computer and multi-media capabilities are research and development efforts which respond to the immediate and long term requirements of the Project.

Located at the University of Life Complex in Pasig, Metro Manila, Program I provides its services to the other Programs and makes them available to institutions involved in human resources development efforts in strengthening existing networks of training and introducing appropriate curricula that promote technology upliftment and innovation.

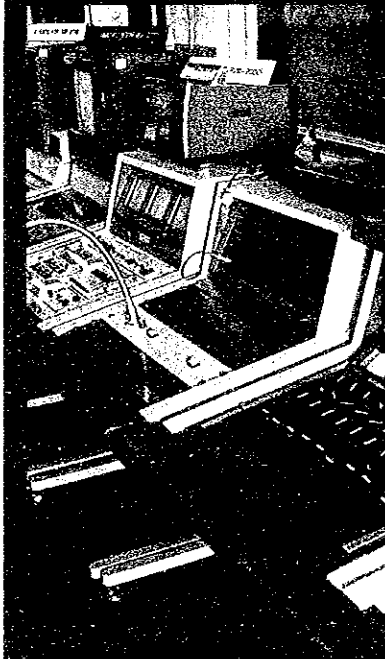
PROGRAM I HUMAN RESOURCES MANAGEMENT

Implemented by the Center, with the participation of the University of Life, the Program provides technical support services to the three other Programs in terms of establishing a computer system as well as appropriate education and training services in support of the PHRDC projects and other related areas.

With the acquisition of computer technology from Japan, data banking capability is developed to meet the information processing needs of the Center and its programs. A technosearch system covering areas relevant to PHRDC's operations provides bibliographic information to planners, researchers and program

PROGRAM II SEAFARMING

Jointly implemented by the Ministry of Human Settlements and the Ministry of Natural Resources, this Program involves the development of adoptive technology in oyster deepwater culture, indoor breeding, evening up process, oyster seed collection, depuration and processing utilizing Japanese technology.



With the end goal of narrowing the gap between the supply of and the demand for skilled manpower, the Program endeavors to upgrade the country's construction manpower for domestic and overseas operation. The development and implementation of training programs include the upgrading of the teaching capability and working techniques of the trainers and construction workers.

The Program is being implemented by the Construction Manpower Development Foundation of the Ministry of Trade and Industry in Dasmarias, Cavite, an industrial zone southwest of Manila.

PROGRAM IV COTTAGE AND LIGHT INDUSTRIES

To develop and strengthen the cottage industry sector nationwide, Program IV engages in the training of teachers and technicians in the areas of woodcraft, bamboo craft, and rattan craft.

With the Japanese assistance that includes provision of equipment necessary for the training requirements as well as construction and renovation of the training facilities, this Program provides extensive training of craft teachers to ensure the effective transfer of skills and technology in the three selected areas.

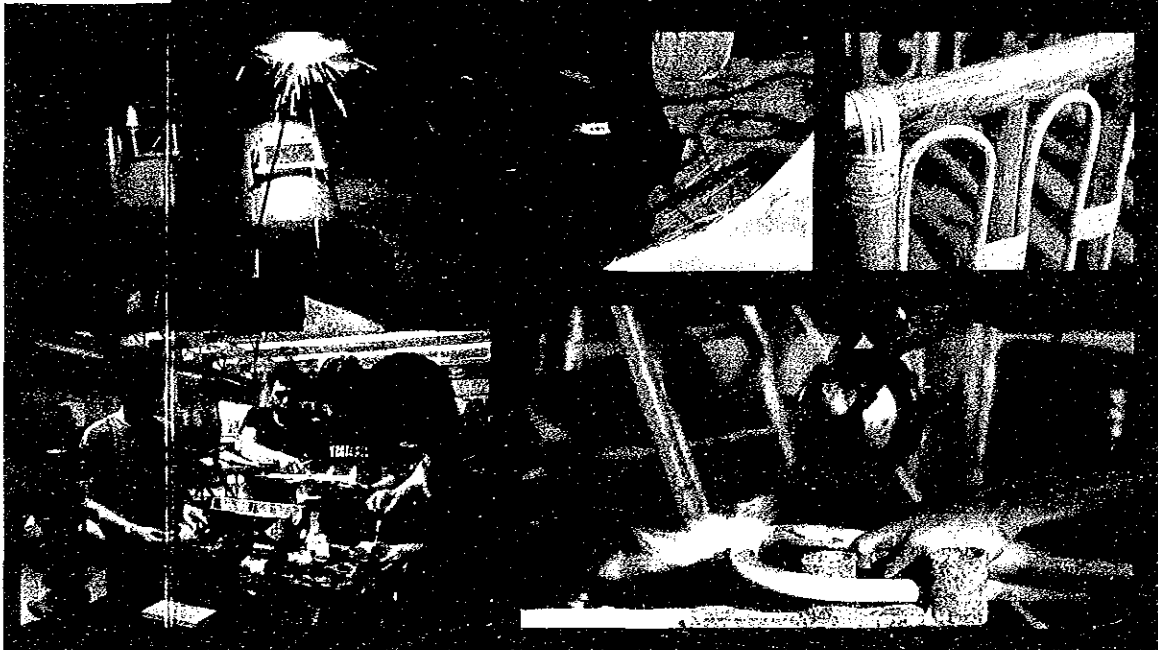
Training is conducted at the Cottage Industries Technology Center of the National Cottage Industries Development Authority (NACIDA) in Marikina, Metro Manila.

With this technology at hand, its transference to the existing oyster farmers and KKK beneficiaries in the fisheries sector is anticipated through systematic technology and industry promotion schemes.

The Program is being undertaken in Dagupan and coastal areas northwest of Pangasinan.

PROGRAM III SHELTER AND CONSTRUCTION MANPOWER TRAINING

The Program involves training of senior trade instructors who will in turn train other trainers and industrial workers in seven technologies, namely, heavy equipment operation and maintenance, steelworking and rebar, plumbing, welding, concrete hollowblock work, and industrial electricity.



I ASEAN人造りプロジェクトについて

1. 経緯

- (1) 昭和56年1月鈴木前総理がASEAN諸国歴訪の際提唱されたアセアンの人造りを推進する地域協力構想である。
- (2) その後、二度にわたる日・ASEAN全体会議（56年3月及び10月）及び数次にわたる国別予備調査を踏まえ、57年8月から58年6月の間に各国毎に実施協議を行ないマレーシア、フィリピン、インドネシア、タイ及びシンガポールのプロジェクトの全体像及びわが方技術協力の内容を決定した。

2. 全体構想

域内の国に相互に開放される人材育成のための人造りセンターを各国ひとつずつ設立する本件人造り構想実現のために総額1億ドル程度の技術協力と無償資金協力をを行う。

3. 各国センターの概要

我が国は、ASEAN各国の人造りのためのセンターをASEAN各国にひとつずつ設定し、これに資金的・技術協力をを行う。各センターの名称及びその事業内容は次のとおり。

(1) インドネシア：職業訓練指導員・小規模工業普及養成センター

若年者・無技能者の労働市場参入経営改善をはかるべく、職業指導員及び小規模工業指導員を養成する。（58年2月16日技術協力計画につきR/Dを署名）

(2) マレーシア：職業訓練指導員・上級技能者養成センター

第4次マレーシア計画の熟練技能労働者養成計画の一端を担い、年間2,000人程度の職業訓練指導員養成及び技能労働者の技能向上訓練を行う。（57年8月20日技術協力計画につきR/Dを署名）

(3) フィリピン：フィリピン人造りセンター

建設、小規模工業、水産養殖分野において農村開発担い手を育成するとともに、比国における人造りの計画の効果的な推進を計るための情報システムのモデル開発を行う。（57年9月9日技術協力計画につきR/Dを署名）

(4) シンガポール：生産性向上プロジェクト

シンガポールの経済発展の基礎は生産性の向上にあるとの視点から、国家生産性庁の組織拡充を目的として、企画調査、普及促進、労務管理・管理者、監督者訓練、労導安全衛生、情報センターの6部門において訓練指導を行う。（58年6月11日技術協力計画につきR/Dを署名）

(5) タイ：プライマリー・ヘルス・ケア訓練センター

第5次国家経済社会開発計画における「はだしの医者」養成計画の一端を担い、プライマリー・ヘルス・ケアの研究、調査及び開発にあたるタイ人専門家の育成並びにプライマ

リー・ヘルス・ケアの普及にあたる指導員の教育及び訓練を行う。(57年9月29日技術協力計画につきR/Dを署名)

4. 沖縄国際センター

上記との関連で沖縄にASEAN人づくり協力のための国際センターを国際協力事業団(JICA)の付属機関として設置する。同センターの主要事業は、ASEANの研修員及び日本人専門家等に対するオリエンテーション・技術研修及びこれらを通じた人的交流並びにASEAN各国に設置される各センターに対する技術情報の提供と連携の役割とする。同センターは、敷地面積約3万3千㎡に研修施設、宿泊施設等延べ面積8千㎡の建物を建設する。(昭和57年度予算3億6,600万円, 設計費, 整地費等昭和58年度予算7億675万円建設費等)

Ⅱ フィリピン人造りセンター概要

1. 名称：(英文) Philippine Human Resources Development Center (PHRDC)
(和文) ASEAN人造りプロジェクト・フィリピン農村工業関連農村開発センター
(フィリピン人造りセンター)
2. 構成： 故大平元総理が提唱した“人造りプロジェクト”構想を受けて、鈴木前総理が56年1月にASEAN各国歴訪の際表明した“ASEAN人造りプロジェクト”の一環として、マルコス大統領の唱える国民生計向上運動(Kilusan Kabuhayan at Kaunlaran, KKK)の一翼を担い、水産養殖、建設、家内工業の分野において農村開発の担い手となる指導者を養成するため、以下に述べる4つのプログラム及びプロジェクト全体の総合管理、調整にあたるPHRDC事務局より構成される。
3. 各プログラムの内容・目的
 - (1) Program I Human Resources Management
プログラムⅡ、Ⅲ、Ⅳ支援のための下記の活動をする。
 - ① 人材データベース及び情報システムの確立
 - ② 訓練用教材作製
 - ③ 各プログラム参加者のオリエンテーション
 - ④ 日本派遣者に対する語学訓練
 - (2) Program II Seafarming
カキの周年養殖・清浄化・保蔵技術の研究開発
 - (3) Program III Shelter and Construction Manpower Training
建設関連人材養成センター(Construction Manpower Development Center, CMDC)における建設技術指導教官、建設技能指導員の養成。分野は建設機械運転、建設機械保守、鉄筋、鉄骨、配管、電気(建物配線)、ブロック施工及び容接の8コース。
 - (4) Program IV Cottage and Light Industries
国立家内工業訓練センター(National Cottage Industries Training Center, NCITC)における木工、竹工芸及び藤工芸技術指導教官、技能指導員の養成と地方センター設立に關する協力。
4. 各プログラムの実施担当機関
 - (1) Program I Ministry of Human Settlements
University of Life
 - (2) Program II Ministry of Natural Resources
Ministry of Human Settlements

(3) Program III Construction Manpower Development Foundation

Ministry of Trade and Industry

(4) Program IV National Cottage Industry Development Authority

Ministry of Trade and Industry

なお、本プロジェクトのR/D Annex I Masterplanでは、プロジェクトの目的、分野と日本の技術協力の目的、分野を区別して述べている。これは、フィリピン側では、大統領令785号により5つのプログラムで構成されるものとして本プロジェクトが設立され、フィリピン側より技術協力の要請があったものの、技術協力事前調査の結果、日本の協力の成果が期待できないとして日本側の協力の対象からは外すこととなった。プログラム及び分野を明らかにしておくためにこのような構成となっているものである。

5. プロジェクトの運営管理体制

本プロジェクトの運営管理体制は、PHRDCの設立を規定したフィリピン大統領令785号にその構成及び機能が述べられている。それによると、PHRDCはプロジェクトの全体方針を決定し、各プログラムにおける年間実行計画と予算配分を承認するGoverning Councilと、これを補佐し年間実行計画と予算配分を検討上申するとともに、スムーズで効果的なPHRDCプロジェクトの実施を調整促進する役割を担ったJoint Steering Committeeと、さらにJoint Steering Committeeの意向を受け、各プログラムの管理・調整にあたるPHRDC事務局とからなっている。

6. 日本側協力期間：昭和57年9月9日から昭和62年9月8日まで（5年間）

7. 日本側協力形態

(1) 技術協力ベース

専門家派遣

機材供与

カウンターパート受入れ

(2) 基本設計調査

(3) 一般無償資金協金（31.1億円）

実施サイト及び協力の対象となる建物・機材等の概要は下記の通り。

PROGRAM I	実施サイト	University of Life Meralco Ave., Pasig, Metro Manila (マニラ北方 10 Km)
	施設	既存宿舎をPHRDC及びプログラム I に関する諸室に 改築, A/V ルーム, スタジオ, コンピューター室を含 む 1 棟の増築
	機材	コンピューター機器一式, 教育用テレビ機材一式 A/V 機材, LL 機材 T/V 野外製作車, 野外 A/V 訓練車, その他
PROGRAM II	実施サイト	Binloc, Dagupan City, Pangasinan (マニラ北方 250 Km)
	施設	管理部門, 研究室, 会議室, かき処理場, 冷蔵施設
PROGRAM III	実施サイト	Salitran Dasmaringas, Cavite (マニラ南方 50 Km)
	施設	管理部門, 教室, A/V ルーム, 実習室, 寄宿舍
PROGRAM IV	実施サイト	Cottage Industry Training Center (CITC) - NACIDA Marikina, Metro Manila (マニラ北東 20 Km)
	機材	木工, 竹工芸, 藤工芸に関する機材の供与及び付帯す る工事

PART II 討議議事録 (R/D)

各プログラム実施のための

MINUTES OF DISCUSSIONS

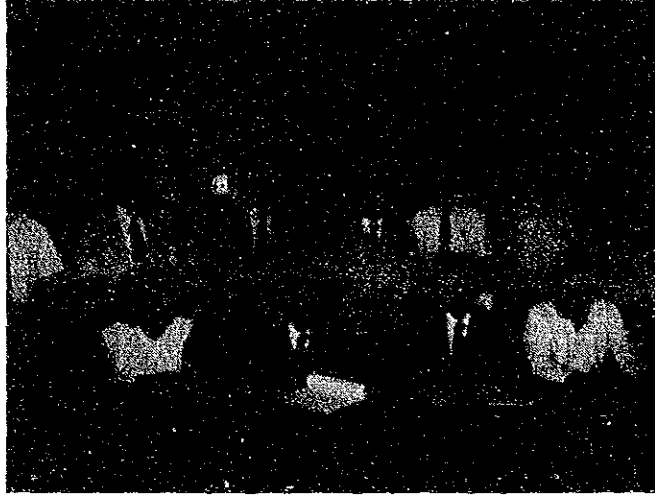
(参考資料)

大統領令第785号 (EXECUTIVE ORDER
No. 785)

故大平元総理大臣が提唱した人造りプロジェクト構想を受けて、鈴木前総理大臣が昭和56年1月ASEAN5カ国歴訪の際、人造りプロジェクトに日本が協力する用意のあることをASEAN各国に表明した。このプロジェクト実現のため日本とASEAN各国は協議を進め、フィリピン共和国については昭和56年8月及び12月の二次にわたる予備調査団及び昭和57年4月の事前調査団の派遣を経て、おもに農村地域開発に関連する4つのプログラムを含むフィリピン人造りセンター計画(Philippines Human Resources Development Center Project)をASEAN人造りプロジェクトとして取り上げられることが決定した。

技術協力の内容については、昭和57年8月29日より9月10日まで派遣された実施協議チームとフィリピン共和国側関係者との間で合意され、討議議事録(R/D)が署名された。PART IIは、本プロジェクトに係るR/D及び同時に署名された各プログラム実施のためのMinutes of Discussionsをとりまとめたものである。

なお、参考資料として、1982年3月19日付大統領令第785号(Executive Order No. 785)を添付した。



討議議事録（R / D）の署名（昭和57年9月9日）

中 央 着 席

（左） Josue L. Villa（比外務省経済局長）……フィリピン人造りセンター事務局長代理

（右） 飯 島 昭 美（当的JICA社会開発協力部長）……実施協議チーム団長

I 討 議 議 事 録 (R/D)

THE RECORD OF DISCUSSIONS BETWEEN
THE JAPANESE IMPLEMENTATION SURVEY TEAM
AND THE AUTHORITIES CONCERNED OF
THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES
ON THE JAPANESE TECHNICAL COOPERATION
FOR THE PHILIPPINE HUMAN RESOURCES
DEVELOPMENT CENTER PROJECT

The Japanese Implementation Survey Team (hereinafter referred to as "the Team") organized by the Japan International Cooperation Agency (hereinafter referred to as "JICA") and headed by Mr. Terumi Iijima, visited from 29 August to 10 September, 1982 for the purpose of working out the details of the technical cooperation program concerning the project on the Philippine Human Resources Development Center (hereinafter referred to as "the Project"), the ASEAN Human Resources Development Project in the Republic of the Philippines.

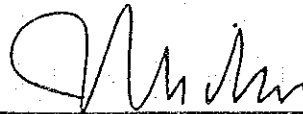
During the Team's stay in the Republic of the Philippines, the Team had a series of discussions with the Philippine authorities concerned in respect of the desirable measures to be taken by both Governments for the successful implementation of the above-mentioned Project.

As a result of the discussions, the Team and the Philippine authorities concerned agreed, with reference to the Minutes of the Second ASEAN-Japan Meeting on the ASEAN Human Resources Development Project, Jakarta, 6-7 October 1981, to recommend to their respective Governments the matters referred to in the document attached hereto.

Manila, September 9, 1982



Mr. Terumi Iijima
Leader
Implementation Survey Team
Japan International Cooperation
Agency, Japan



Ambassador Josue L. Villa
Acting Secretary-General
Philippine Human Resources
Development Center


THE ATTACHED DOCUMENT

I. COOPERATION BETWEEN BOTH GOVERNMENTS

1. The Government of Japan and the Government of the Republic of the Philippines will cooperate with each other in implementing the Project on the Philippine Human Resources Development Center (hereinafter referred to as "PHRDC") for the purpose of developing human resources necessary for enhancing self-reliance and productivity in the rural areas through the diffusion of innovative and appropriate technology. Furthermore, as a part of the ASEAN Human Resources Development Project, it is anticipated that the Project will strengthen and accelerate cooperation among ASEAN countries through the dissemination of technology for rural development in the region.
2. The Project will be implemented in accordance with the Master Plan which is given in Annex I.

II. DISPATCH OF JAPANESE EXPERTS

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to provide at its own expense services of the Japanese experts as listed in Annex II through the normal procedures under the Colombo Plan Technical Cooperation Scheme.
2. The Japanese experts referred to in 1 above and their families will be granted in the Republic of the Philippines the privileges, exemptions and benefits no less favourable than



those accorded to experts of third countries working in the Republic of the Philippines under the Colombo Plan Technical Cooperation Scheme.

3. The Japanese experts will provide technical guidance and advise concerning the following matters to the Philippine counterpart personnel:

- (1) Training programs and training curricula in each training subject;
- (2) Installation, operation and maintenance of machinery and equipment provided by the Government of Japan.

III. PROVISIONS OF MACHINERY AND EQUIPMENT

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures to provide at its own expense such machinery, equipment and other materials (hereinafter referred to as "the Equipment") necessary for the implementation of the Project as listed in Annex III.

The major portion of the Equipment will be provided under the grant aid scheme of the Government of Japan and as supplement, a small portion of the Equipment will be provided through the normal procedures under the Colombo Plan Technical Cooperation Scheme.

2. The Equipment to be provided under the Colombo Plan Technical Cooperation Scheme will become the property of the Government of the Republic of the Philippines upon being delivered c.i.f. to the Philippine authorities concerned at the ports and or airports of disembarkation, and will be utilized exclusively

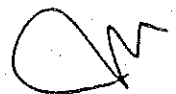
for the implementation of the Project in consultation with the Japanese experts referred to in Annex II.

IV. TRAINING OF PHILIPPINE PERSONNEL IN JAPAN

1. In accordance with the laws and regulations in force in Japan, the Government of Japan will take necessary measures through JICA to receive at its own expense the Philippine personnel connected with the Project for technical training in Japan through the normal procedures under the Colombo Plan Technical Cooperation Scheme.
2. The Government of the Republic of the Philippines will take necessary measures to ensure that the knowledge and experience acquired by the Philippine personnel from technical training in Japan will be utilized effectively for the implementation of the Project.

V. SERVICE OF THE PHILIPPINE COUNTERPART PERSONNEL AND ADMINISTRATIVE PERSONNEL

1. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to secure at its own expense the necessary service of Philippine counterpart personnel and administrative personnel as listed in Annex IV.
2. The Government of the Republic of the Philippines will allocate the necessary number of suitably qualified personnel corresponding to each Japanese experts to be dispatched by the Government of Japan as specified in Annex II for the effective and successful transfer of technology under the Project,



VI. MEASURES TO BE TAKEN BY THE GOVERNMENT OF THE REPUBLIC OF THE PHILIPPINES

1. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to provide at its own expense:
 - (1) Land, buildings and facilities as listed in Annex V;
 - (2) Supply or replacement of machinery, equipment, instrument, vehicles, tools, spare parts and any other materials necessary for the implementation of the Project other than those provided by the Government of Japan under III above;
 - (3) Transportation facilities and travel allowance for the Japanese experts for the official travel within the Republic of the Philippines,
2. As for the Equipment to be supplied under the Colombo Plan Technical Cooperation Scheme, in accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to meet:
 - (1) Expenses necessary for the transportation within the Republic of the Philippines of the Equipment referred to in III above as well as for the installation, operation and maintenance thereof;
 - (2) Customs duties, internal taxes and any other charges, imposed in the Republic of the Philippines on the



Equipment referred to in III above.

3. In accordance with the laws and regulations in force in the Republic of the Philippines, the Government of the Republic of the Philippines will take necessary measures to meet operating expenses necessary for the implementation of the Project.

VII. ADMINISTRATION OF THE PROJECT

1. For the smooth and effective implementation of the Project, a Governing Council and a Joint Steering Committee with the function and composition as referred to in Annex VI 1 and 2 will be established and a Secretary-General as referred to in Annex VI 3 shall be appointed for the coordination of the Programs under the Project.
2. The Lead Agencies of each Programs are as referred to in Annex I.
3. Each Philippine Lead Agency shall appoint a Program Director who will be responsible for the implementation of the individual Programs. A Program Manager, to be appointed by the Lead Agency, will be responsible, under the supervision and direction of the Program Director for the administrative and managerial matters of each Program.
4. The Japanese Chief Advisor, to be appointed by JICA, will provide necessary recommendation and advise on technical and administrative matters concerning the implementation of the Project to the Secretary-General in close consultation with Program Directors and Leaders of Japanese experts for each Program.



5. A Leader shall be appointed by JICA among Japanese experts assigned to each Program. The Leader will supervise and coordinate the Japanese experts and advise, in close consultation with the Program Manager, the Program Director concerning the implementation of the Program.

VIII: INTERNATIONAL CHARACTERISTICS OF PHRDC AS A PART OF THE ASEAN HUMAN RESOURCES DEVELOPMENT PROJECT

1. While the content of the program is to be decided jointly by JICA and PHRDC, with due consideration to the development of adequate capacity for such purpose, PHRDC is to be opened to nationals of all ASEAN member countries through regional training programs to be formulated in the future.

The Government of Japan, through JICA, is ready to cooperate in the implementation of such regional programs.

2. Due consideration will be paid to appropriate linkage of the program level between PHRDC and the International Center (tentatively named) in Okinawa, which is to perform the function of liaison and back-up services to National Centers.

IX. CLAIMS AGAINST JAPANESE EXPERTS

The Government of the Republic of the Philippines will be responsible for dealing with claims which may be brought by third parties against the Japanese experts, and will hold them harmless in respect of claims or liabilities arising in the course of, or otherwise connected with the discharge of their duties in the implementation of the Project, except when such claims or liabilities arise from the gross negligence or willful

misconduct of the above-mentioned individuals. Should any question arise in connection with the foregoing, the two Governments shall immediately consult with each other,

X. MUTUAL CONSULTATION

There will be mutual consultation between the two Governments on any major issues arising from, or in connection with this Attached Document.

XI. TERM OF COOPERATION

The duration of the technical cooperation for the Project under this Attached Document will be five (5) years from the date of the signing of this Record of Discussions. However, there will be a general review by the Joint Steering Committee on the progress of the implementation of the Project during the second year of the cooperation period in order to assess whether the terms of cooperation should be modified for the successful implementation of the Project.



ANNEX I Master Plan

1. Objective of the Project

- (1) To establish the PHRDC under the ASEAN Human Resources Development Project.
- (2) The primary goal of the Project is to train trainers-trainers, instructors and extension workers who will accelerate and mobilize livelihood enterprises in the rural areas through the diffusion of innovative and appropriate technology in the Programs as referred to in (4) below and thus enhancing self-reliance and productivity in the rural areas of the Republic of the Philippines.
- (3) The PHRDC, as the ASEAN Human Resources Development Project in the Philippines, is hoped to strengthen and accelerate cooperation among ASEAN countries through the diffusion of innovative and appropriate technology for rural development in the region.
- (4) The PHRDC shall be composed of five Programs and the objective of each Program is as follows;
 - a. Program Title; Human Resources Management Program
Lead Agency : Ministry of Human Settlements
University of Life
 - i) Networking and accreditation of training institutions, facilities and experts/trainors,
 - ii) Establishing a data bank and information system,
 - iii) Conducting training for ASEAN nationals in five Program areas.

iv) Conducting orientation courses including
Japanese language,

v) Curricula development

b. Program Title: Seafarming

Lead Agencies: Ministry of Natural Resources
Ministry of Human Settlements

To research and develop oyster technology.

c. Program Title: Shelter and Construction Manpower
Development

Lead Agencies: Ministry of Trade and Industry
Construction Manpower Development Foundation

To train construction engineers and technicians in
seven (7) identified areas, namely Construction Machinery
Operations, Construction Machinery Maintenance, Steelwork,
Pipefitting, Electricity (Building Wiring), Blockwork
and Welding, to meet the critical needs for skilled
manpower in the construction sector.

d. Program Title: Cottage and Light Industries

Lead Agencies: Ministry of Trade and Industry
National Cottage Industry Development
Authority

To train trainers and technicians in the field of
woodworking, bamboo and rattan industries,

e. Program Title: Non-Traditional Crops

Lead Agencies: Ministry of Agriculture
Ministry of Human Settlements

To develop production and processing technology in non-
traditional crops, such as mint and pyrethrum.

2. Objective of the Technical Cooperation Program

The objectives of the Japanese technical cooperation program during the term of cooperation are:

(1) Program I. Human Resources Management Program

- i) To establish a data bank and a model of information and networking system to serve Program I, II, III and IV.
- ii) To develop and supply audio-visual educational materials for training use of the PHRDC Programs.
- iii) To support orientation courses which will include the Japanese language for participants in the PHRDC Programs.

(2) Program II Seafarming

To research and develop the technology of cultivation, evening up, depuration and storage of oysters.

(3) Program III Construction Manpower Development

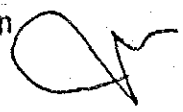
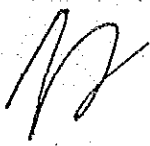
To train teacher-trainers and craft teachers in seven identified areas at the Construction Manpower Development Center (CMDC).

The seven identified areas are Construction Machinery Operations, Construction Machinery Maintenance, Steelwork, Pipefitting, Electricity (Building Wiring), Block work and Welding.

(4) Program IV Cottage and Light Industries

To upgrade and expand the training techniques and consulting capability of technicians, trainers-trainers and instructors in the field of woodworking, bamboo and rattan industries in the National Cottage Industries Training Center (NCITC).

3. The Government of the Republic of the Philippines will bear overall responsibility for the implementation of the Project other than those to be implemented with the Japanese cooperation,
4. The framework of Programs I, II, III and IV is as given in Table I - IV.



C O U N T E R P A R T - T R A I N I N G

C O N T E N T

- | | | |
|---|--|---|
| <p>1. Data Bank and Information System</p> | <p>1. Development of data bank
- Identification of output requirement
- System design</p> <p>2. Installation
- Output utilization system
- Data gathering
- Manual preparation
- System operation
- System follow-up</p> <p>3. Development of audio-visual materials</p> <p>4. Utilization of audio-visual materials employing mobile unit</p> | <p>1. 15 persons x 2 years
(Program I staff)</p> <p>2. 10 persons x 15 days (Program II III, IV)
(4 times/year)</p> <p>13 persons x 1 year</p> <p>6 persons x 15 days
(once/year)</p> |
| <p>2. Audio-visual educational system</p> | <p>1. Development of audio-visual materials</p> <p>2. Utilization of audio-visual materials employing mobile unit</p> | <p>Participant for the PHRDC Program and/or ASEAN Nationals</p> |
| <p>3. Orientation (To be implemented by the Philippine side except Japanese language)</p> | <p>Orientation course for the PHRDC Programs including Japanese language</p> | |
| <p>4. Research and Development (To be implemented by the Philippine side)</p> | <p>R & D in the following areas:
- training methodologies
- market development
- manpower policy and planning
- ASEAN technology transfer</p> | |




Program C SEAFAIRMING

I T E M S	C O N T E N T	T R A I N I N G C O M P O N E N T S	D U R A T I O N (course)
1. Research and Development	(1) Conduct environmental studies and survey in Pangasinan (2) Develop a cultivation system adopting the "evenning up" (3) Introduce and transfer latest technology in the processing of quality standard oysters by establishing a pilot depuration plant (4) Develop and formulate research and training methodologies as an effective tool for technology transfer	On-the-job training for Filipino counter-parts	5 years
2. Training (on items 1 -(2) & (3)	(1) Extension worker's course (2) Key fisherman's course (3) Researcher's and planner's course (for the personnel engaged in private sector, university, etc.)	Technical advice and guidance for the training conducted by the Philippine trainers To be conducted by the Philippine side	1 1/2 years (10 persons x 14 days x 10 times)

NAME OF COURSE	ALTERNATIVE COURSE	NO. OF TRAINEES	DURATION	FREQUENCY
1. Construction Machinery Operation	1. Crawler Type 2. Wheel type	10 10	4 months 4 months	2/year "
2. Construction Machinery Maintenance		20	6 months	"
3. Steelwork	1. Reinforcing Bar Work 2. Erector	20 20	3 months 3 months	" "
4. Welding		20	3 months	"
5. Electricity (Building Wiring)		20	6 months	"
6. Pipefitting		20	3 months	"
7. Block Work		20	3 months	"

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I T E M	C O N T E N T	C A P A C I T Y	D U R A T I O N
1. Woodworking	1. Wood treatment 2. Wood processing 3. Finishing 4. Assembling 5. Testing and quality control	15	2 years
2. Bamboo craft	1. Bamboo treatment 2. Bamboo processing 3. Bamboo weaving 4. Finishing	15	2 years
3. Rattan craft (Japanese cooperation is limited to the provi- sion of the equipment and part of training covered by the Japanese experts)	1. Rattan treatment 2. Rattan processing 3. Finishing	15	2 years

Annex II Japanese Experts

1. Chief Advisor
2. Coordinator
3. Program Leaders
4. Experts in the fields of:
 - (1) Computer System
 - (2) Audio-visual Educational System
 - (3) Seafarming (oyster and depuration)
 - (4) Construction Machinery Operation
 - (5) Construction Machinery Maintenance
 - (6) Steelwork, Erector and Blockwork
 - (7) Welding
 - (8) Pipefitting and Electricity (Building Wiring)
 - (9) Woodworking
 - (10) Bamboo industry

Note: Supplementary experts will be dispatched when necessity arises, for the smooth implementation of the Project.

Annex III List of Equipment

List of the articles to be provided by the Government of Japan will be as follows:

Program I

Data bank equipment, audio-visual equipment, training material equipment (including AV studio), laboratory language equipment, vehicles, and others.

Program II

Oyster culture experiment equipment, manmade oyster purificately test equipment, environmental examination and research equipment, biological research equipment, audio-visual equipment, small boat with outboard engine, microbiological research equipment, vehicle and others.

Program III

Construction machines (including service equipment), steelwork and reinforcing work equipment, piping work equipment, audio-visual equipment, vehicles and others.

Program IV

Wood processing equipment, bamboo processing equipment, rattan processing equipment, audio-visual equipment, vehicles and others.



Annex IV List of Philippine Staff

1. Center (Office of the Secretary-General) Personnel

2. Program I

- (1) Director
- (2) Counterpart personnel in the fields of:
 - a. Data base and information system
 - b. Audio-visual educational materials
- (3) Technical and coordinative support staff
- (4) Administrative staff
 - a. Administration
 - b. Accounting
 - c. Others

3. Program II

- (1) Director
- (2) Counterpart personnel in the fields of:
 - a. Oyster farming and evenning up
 - b. Environmental survey
 - c. Shellfish biology
 - d. Depuration specialist
 - e. Oyster processing, freezing and storing
 - f. Aquaculture engineer
- (3) Operational Support Groups
 - a. Training staff
 - b. Research and Development staff
 - c. Information/documentation staff

(4) Administrative staff

- a. Administration
- b. Accounting
- c. Others

(5) Consultants

4. Program III

(1) Director

(2) Counterpart personnel in the fields of:

- a. Construction Machinery Operation
- b. Construction Machinery Maintenance
- c. Steelwork
- d. Pipefitting
- e. Electricity (Building Wiring)
- f. Blockwork
- g. Welding

(3) Administrative staff

- a. Administration
- b. Accounting
- c. Others

5. Program IV

(1) Director

(2) Counterpart personnel in the fields of:

- a. Woodworking
- b. Bamboo craft
- c. Rattan craft



(3) Administrative staff

- a. Administration
- b. Accounting
- c. Others

6. Other personnel mutually agreed upon as necessary.



Annex V List of Land, Building and Facilities

1. Land

- Program I - University of Life Complex
Meralco Avenue, Pasig, Metro Manila
- Program II - End of Marcos Park facing Lingayen Gulf
and mouth of the Cayanga River owned by
Dagupan City
- Program III - CMDF, Taguig, Metro Manila or
Carmona, Cavite
- Program IV - Cottage Industry Training Center
Marikina, Metro Manila

2. Building

- (1) Building for Program IV to be provided.
- (2) Any other buildings necessary for the implementation
of the Project other than those provided under the grant
aid scheme of the Government of Japan.

3. Facilities

- (1) Facilities for supply of electricity, water and other
utilities.
- (2) Communication facilities.
- (3) Road-ways and access to the compound.

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Annex VI Organizational Structure of PHRDC

I. Governing Council

(1) Function

- a. To serve as the policy-making body for PHRDC
- b. To approve the annual operation plan and budget allocation.

(2) Members

- a. Minister of Human Settlement - Chairman
- b. Minister of Foreign Affairs - Vice-Chairman
- c. Minister of Budget
- d. Minister of Finance
- e. Minister of Agriculture
- f. Minister of Natural Resources
- g. Minister of Trade and Industry
- h. Director-General of National Economic and Development Authority
- i. President of the University of Life

2. Joint Steering Committee

(1) Function

- a. To assist the Governing Council in reviewing and recommending the annual operation plan of PHRDC Programs including the allocation plan of PHRDC Budget.



- b. To coordinate and facilitate smooth and effective implementation of PHRDC Programs.

(2) Members

a. Japanese Steering Group

- Chief Advisor
- Program Leaders
- Representative of Japanese Embassy
- Head of JICA Manila Office

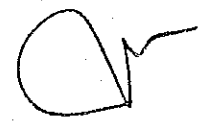
b. Philippine Steering Group

- Secretary-General of PHRDC - Chairman
- Program Directors
- Representatives of MFA
- Representatives of Agencies involved in the PHRDC Programs
- Representatives of NEDA

3. Secretary-General

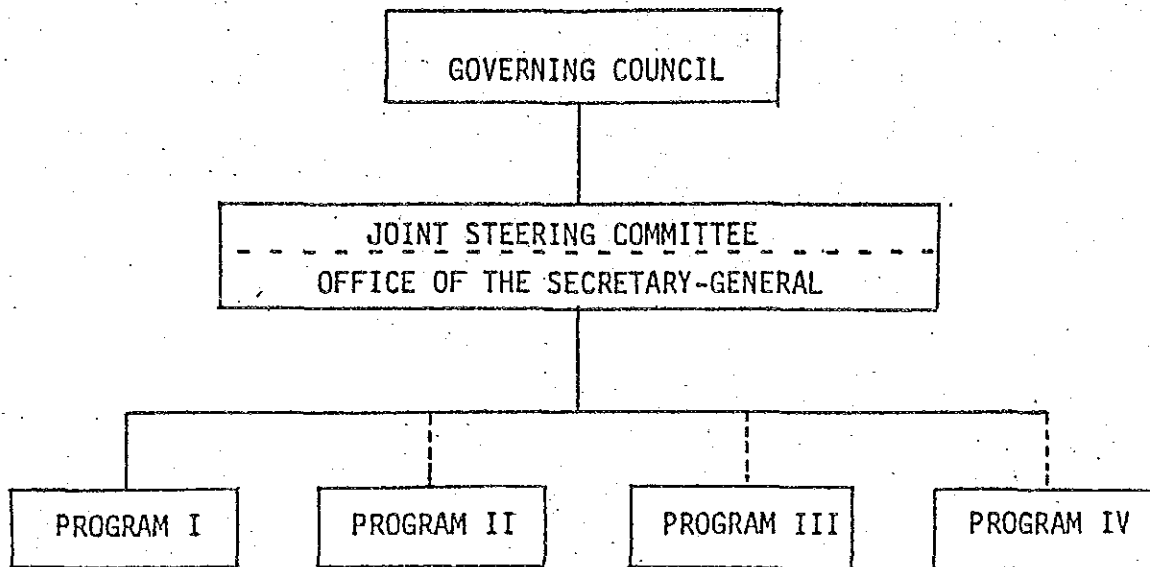
The functions of the Secretary-General are:

- a. To coordinate the Programs of the PHRDC,
- b. To supervise and direct the Program I activities,
- c. To direct the activities of the Center,

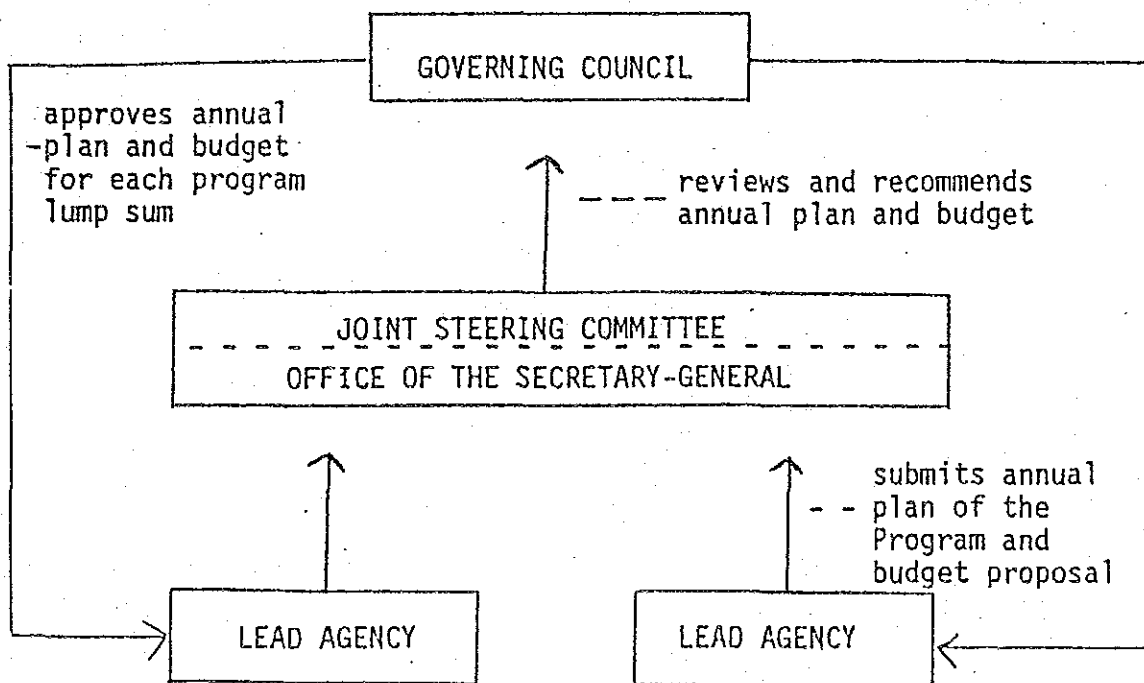


4. Organizational Chart

(1) Organization



(2) Annual Plan and Budget Flow



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II 各プログラム実施のための

MINUTES OF DISCUSSIONS

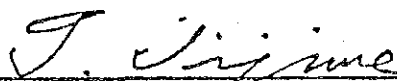
MINUTES OF DISCUSSIONS

Upon the signing of the Record of Discussions between the Japanese Implementation Survey Team and the Authorities Concerned of the Government of the Republic of the Philippines on the Japanese Technical Cooperation for the Philippine Human Resources Development Center Project on 8 September 1982, both sides agreed, concerning item IX titled "Claim against Japanese Experts" of the said Record of Discussions, on the following points.

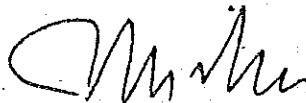
1. The Japanese side pointed out that it was absolutely necessary for the Government of the Republic of the Philippines to provide adequate assurances to the Japanese experts for the discharge of their official duties.
2. The Philippine side stated that the position of the Government of the Republic of the Philippines on this matter was under a general review and that it could not accept at this stage the draft for item IX of the present Record of Discussions.
3. Both sides agreed that, for the smooth and effective implementation of the Philippine Human Resources Development Project, an appropriate solution must be sought at the earliest possible date. It was agreed that as for the present Record of Discussions, the dispatch of Japanese experts will depend on the final agreement on item IX of the said Record of Discussions to be reached through further discussions.

Manila

9 September 1982



Mr. Terumi Iijima
Leader
Implementation Survey Team
Japan International Cooperation
Agency, Japan



Ambassador Josue L. Villa
Acting Secretary-General
Philippine Human Resources
Development Center

プログラム I

MINUTES OF DISCUSSIONS

Human Resources Management Program
(Program I)

PHRDC

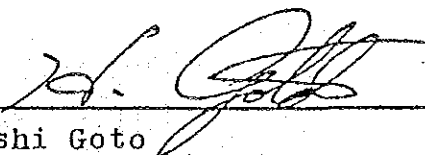
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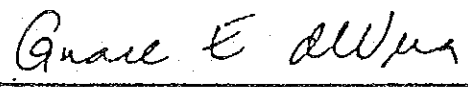
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MINUTES OF DISCUSSIONS (Program I)

In connection with item I - 2 of the Attached Document of the Record of Discussions between the Japanese Implementation Survey Team and the Philippine Authorities concerned with the Philippine Human Resources Development Center Project, the present Minutes of Discussions for the implementation of Technical Cooperation for Program I has been jointly formulated by both sides on the condition that necessary budget will be allocated for the implementation of the Project by both sides, and that the schedule is subject to change within the framework of the Record of Discussions when necessity arises in the course of implementation of the project.

- Appendix I : Data Bank System Framework
Appendix II : Tentative Implementation Schedule
Appendix III : PHRDC Organizational Structure
Appendix IV : Organizational Structure of
Program I


Hiroshi Goto
Member
Implementation Survey Team
Japan International
Cooperation Agency
Japan


Grace E. de Vera
Executive Officer
Philippine Human Resources
Development Center
Philippines

I. The General Terms of Reference of the Japanese technical cooperation for Program I

1. The contents of Japanese technical cooperation for data bank are as follows:

1.1 Registry of human resources for Program I, II, III and IV

1.2 Input methodology

1.3 Technical cooperation training exchanges

a) EDP staff training in Japan

b) EDP staff training by Japanese experts in the Philippines

1.4 System of output utilization

Japanese technical cooperation for Program I is limited to activities in support of Program I, II, III and IV

1.5 The scope of Japanese and Philippine activities is guided by data bank system framework (Appendix I)

2. The contents of the Japanese technical cooperation for audio-visual component are as follows:

2.1 Courseware development

2.2 Technical cooperation training exchanges

a) Audio-visual staff training in Japan

b) Audio-visual staff training by Japanese experts in the Philippines

c) Training on operation and maintenance

3. Necessary staff of Program I are to be exclusively appointed for Program I as counterparts.

4. Position and function of Coordinator dispatched by JICA are as follows:

4.1 Coordinator assists the Chief Advisor in his official functions.

4.2 Program Directors of Program I, II, III and IV are the counterparts to the Coordinator.

5. Utilization of Program I facilities and services is on request basis from each Program, and the schedule will be arranged in close consultation with each Program.

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II. Before the completion of the building and installation of equipment, the following preparations are to be realized:

1. To provide suitable office rooms for Japanese experts;
2. To recruit necessary number of Philippine counterpart personnel to work with the Japanese experts at the initial stage of the program;
3. To recruit appropriate number of administration staff for the implementation of the program at its initial stage.
4. To undertake the following program preparation activities:
 - a. Preparation of software (curriculum development, instructional materials development);
 - b. Establishment of program implementation organization;
 - c. Additional survey related to the program;
 - d. Enhancement of grant aid scheme;
5. To provide necessary operational expenses for the implementation of the program at its initial stage.

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III. Minimum required number of staff and its qualifications for Data Bank are as follows:

1. Data Base Manager (1) - at least a bachelor degree in engineering or management
 - at least 1 year experience in systems analysis and data base management systems
 - familiar with computer hardware and programming languages
2. System Engineer (2) - at least a bachelor degree in engineering
 - at least 1 year experience as a systems engineer in a similar computer installation
3. Systems Analyst (2) - at least a bachelor degree in engineering or management
 - at least 1 year experience as a systems analyst
 - familiar with computer hardware and programming languages
 - articulate, can communicate with people in the upper and lower levels of management
4. Programmers (4) - a bachelor degree or equivalent training
 - at least 1 year experience as a programmer
 - proficient with at least 2 programming languages, preferably COBOL and FORTRAN
5. Computer Operator (1) - at least a two-year degree or equivalent training
 - at least 1 year experience as a computer operator in a similar computer installation

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IV. The Philippine counterpart team has provided the Japanese Implementation Survey Team with the Human Resources Management Program document which contains the General Terms of Reference, Program Descriptions and Annexes for list of equipment, technical cooperation training exchanges and HRMP Project Typology for further referencé and discussion with the next Japanese Mission.

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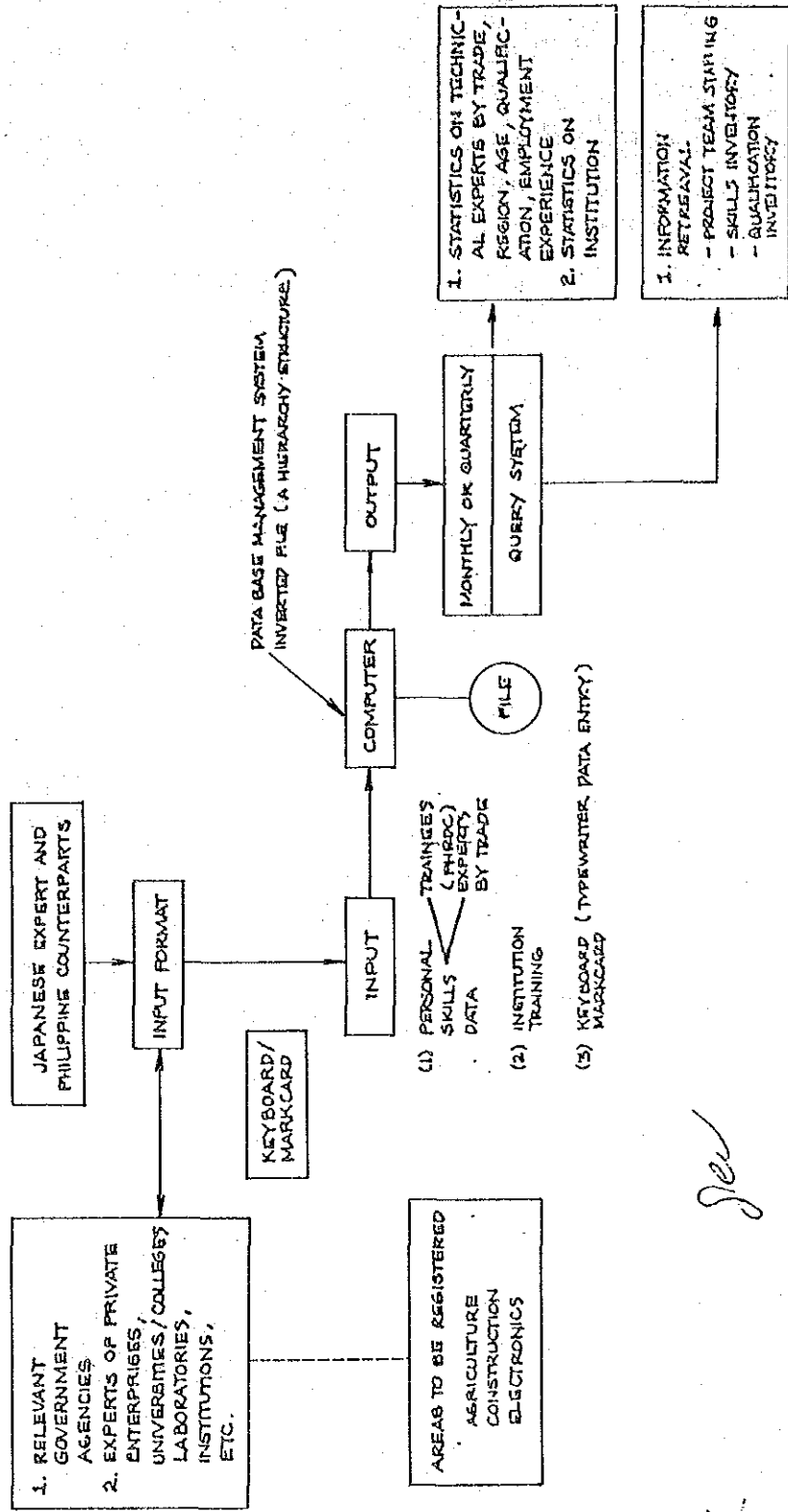
APPENDICES

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Appendix I.

Data Bank System Framework

(1) Block Diagram



(2) Scope of Japanese Technical Cooperation

- a. System design of Data Bank
- b. Planning of input format
- c. Design of inverted file system
- d. Design of output potential for periodical and random basis
- e. Provision of computer system and data-base management system
- f. Training of computer personnel

(3) Scope of the Philippine Side Activities

- a. Identification of output requirement
- b. Data gathering
- c. Utilization system of output
- d. Generalization of the Model elaborated by Japanese Technical Cooperation
- e. Recruitment of computer staff
- f. Operation cost and maintenance fees of the computer system
- g. Publicity of the data bank system to government agencies, private enterprises, etc.

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Appendix II.

TENTATIVE IMPLEMENTATION SCHEDULE

ITEM	FISCAL YEAR					
	1982	1983	1984	1985	1986	1987
Term of Cooperation Building & Facilities						
1. Development of Data Bank						
1.1 Hardware Installation						
1.2 Data Bank System Development						
a. Identification of Needs						
b. Software Installation						
c. Systems Operation						
d. Systems Follow-up						
1.3 Dispatch of Japanese Experts						
a. Computer System						
b. Data Base						
c. Business Application						
1.4 Training of Counterpart Operational Personnel						
a. Training in Japan						
b. Training in the Philippines						
1.5 Data Bank Management Training						
a. Program II, IV & V Data Base Course						
b. Executive Course						
c. Training Course for General Staff of each Program						
1.6 Administration Staff						

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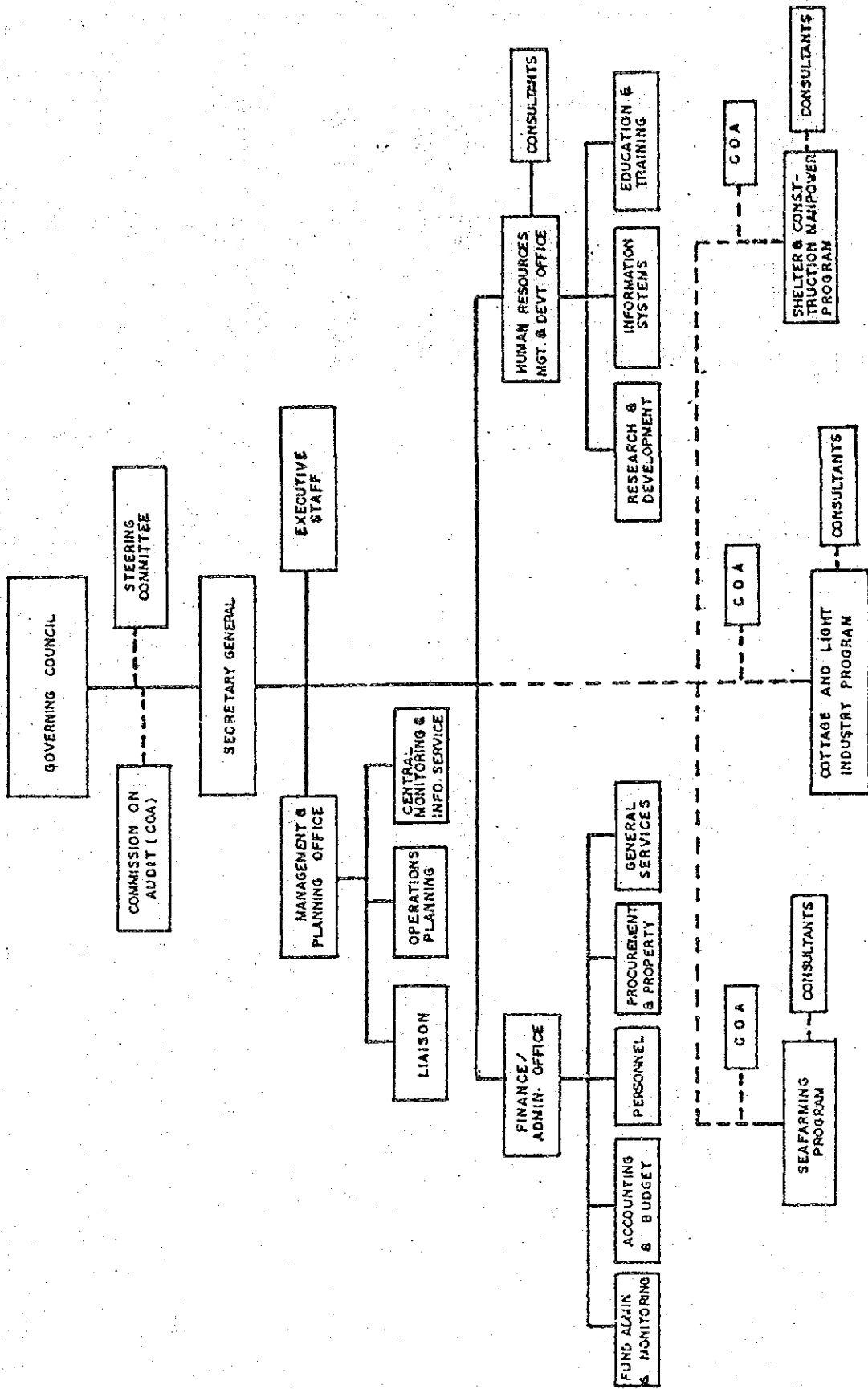
ITEM	1982	1983	1984	1985	1986	1987
<p>2. A-V Materials Development</p> <p>2.1 Development of AV Educational Materials</p> <p>a. Hardware Installation/Operation Technology</p> <p>b. AV Material Production Technology</p> <p>VTR Package Production</p> <p>c. Hardware Maintenance</p> <p>2.2 Dispatch of Japanese Experts</p> <p>a. Studio Technics</p> <p>b. VTR Technology</p> <p>c. AV Education (Educational Engineering)</p> <p>d. Hardware Maintenance</p> <p>2.3 Training of Counterpart Personnel</p> <p>a. Training in Japan</p> <p>b. Training in the Philippines</p> <p>3. General Orientation Course</p> <p>3.1 PHMDC Orientation</p> <p>3.2 ASEAN Training Orientation</p>			<p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p>	<p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p>	<p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p>	<p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p> <p>■</p>

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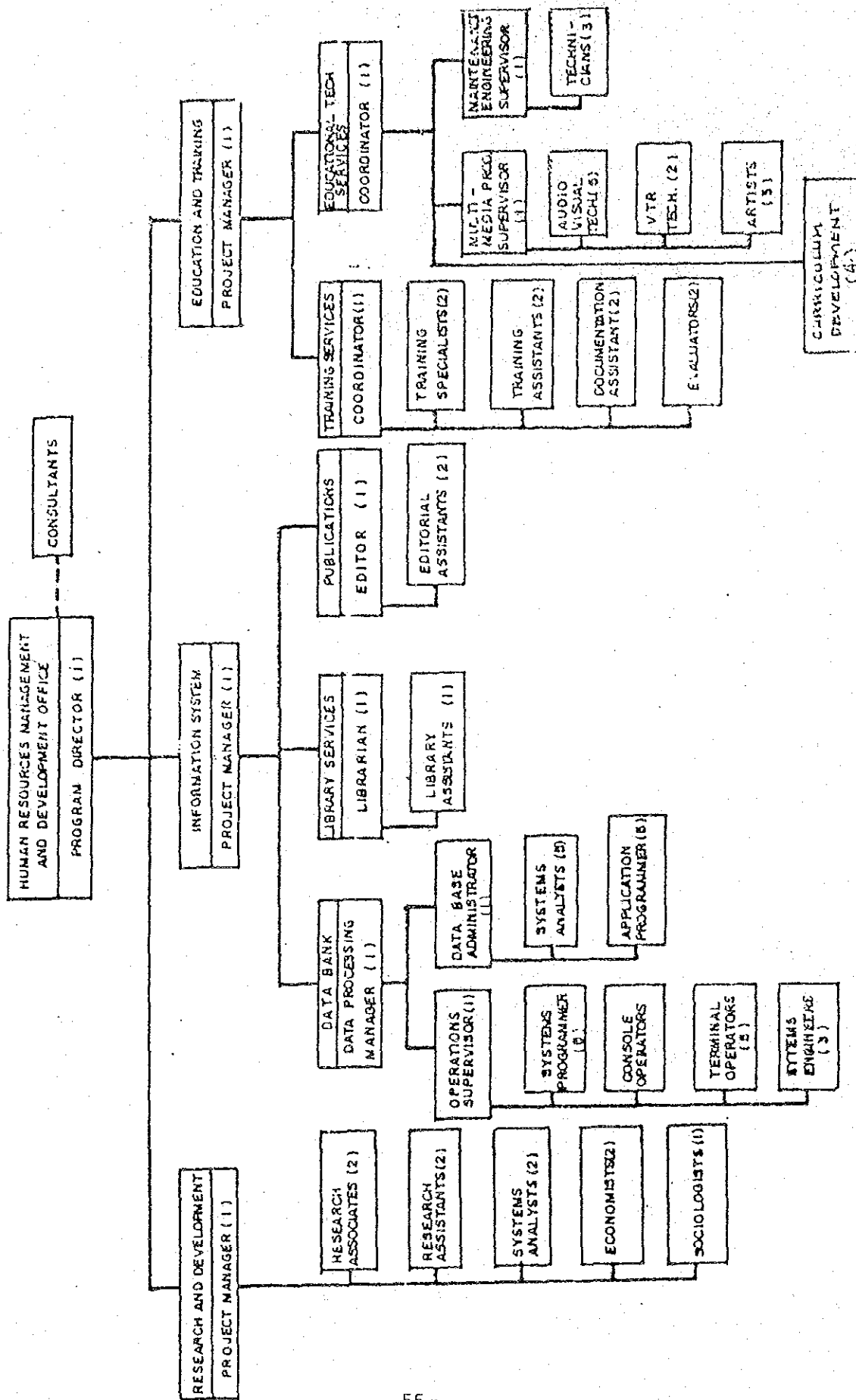
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PHILIPPINE HUMAN RESOURCE DEVELOPMENT CENTER ORGANIZATIONAL STRUCTURE

Appendix III.



Appendix IV. ORGANIZATIONAL STRUCTURE OF PROGRAM I



プログラム II

MINUTES OF DISCUSSIONS

SEAFARMING
(Program II)

PHRDC

DATE: 9/2/82

BY: JM cy

MINUTES OF DISCUSSIONS (PROGRAM II)

In connection with Item I-2 of the attached document of the Record of Discussions between the Japanese Implementation Survey Team and the Philippine Authorities concerned with the Philippine Human Resources Development Center Project, the present Minutes of Discussions for the implementation of Technical Cooperation for Program II has been jointly formulated by both sides on the condition that necessary budget will be allocated for the implementation of the Project by both sides, and that the schedule is subject to change within the framework of the Record of Discussions when necessity arises in the course of implementation of the project.

- Appendix: I. TENTATIVE OPERATION PLAN
II. TENTATIVE IMPLEMENTATION SCHEDULE
III. TENTATIVE ORGANIZATIONAL STRUCTURE

K. Nogami
KAZUHIKO NOGAMI
Member
Implementing Survey Team
Japan International
Cooperation Agency

Antonio Capay
ANTONIO CAPAY
Assistant Secretary for
Financial Management Matters
MNR
Enrique Macdangang
ENRIQUE MACDANGANG
Unit Head, Aquamarine Program
Ministry of Human Settlements

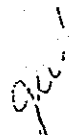
I. The contents of Japanese Technical Cooperation for Program II are as follows:

1. To research and develop oyster technology;
2. To provide technical advise and guidance for the training course (Extension workers' course) to be conducted by the Philippine trainers.
3. The above will be accomplished by the provision of the following inputs under the Technical Cooperation Scheme:
 - a) Long-term experts
(Team leader, Seafarming (oyster and depuration))
 - b) Short-term experts on necessary fields for the cooperation of 1 and 2.
 - c) Counterpart training in Japan on fields of 1 and 2.
4. The determination of the fields of short-term experts and counterpart training in Japan and the scheduling of implementation will be discussed jointly by the Program Director and the Project Director of Program II and Japanese experts.
5. The fields of microbiological and quality control will be responsibility of the Philippine side.

II. Before the completion of the building and installation of equipments, the following preparations are to be realized:

1. To provide suitable office room for Japanese experts.
2. To recruit necessary number of Philippine counterpart personnel to work with the Japanese experts at the initial stage of the program;
3. To recruit appropriate number of administration staff for the implementation of the Program at its initial stage.

(more)



4. To undertake the following program preparation activities:
 - a) Possible initial studies for research and development;
 - b) Establishment of program implementation organization;
 - c) Additional survey related to the program;
 - d) Enhancement of grant aid scheme.
5. To provide necessary operational expenses for the implementation of the program at its initial stage.


(a)

(b)

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APPENDIX - I

PROGRAM I: TENTATIVE OPERATION PLAN

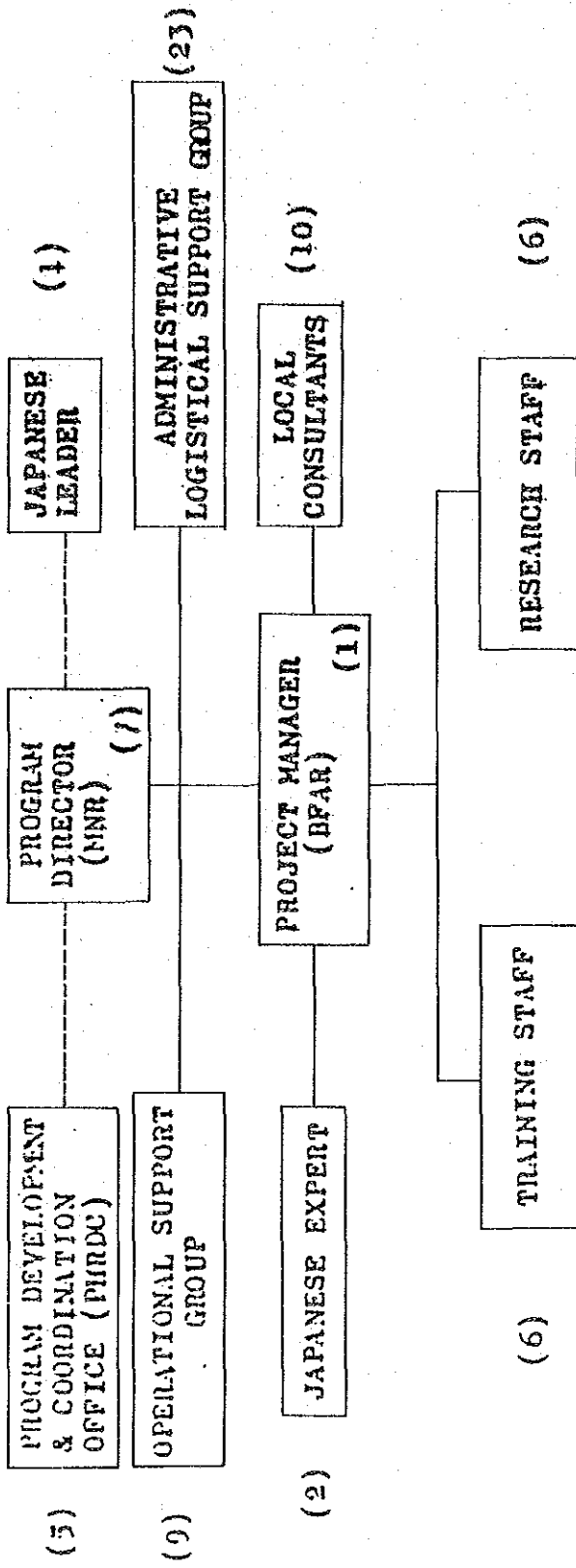
ITEMS	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR
<p>I. RESEARCH AND DEVELOPMENT</p> <p>1. Conduct environmental studies and surveys in Pangasinan</p> <p>2. Develop a cultivation system adopting the "evening up"</p> <p>3. Introduce and transfer latest technology in the processing of quality standard oysters by establishing a pilot deputation plant.</p> <p>4. Develop and formulate research and training methodologies as an effective tool for technology transfer.</p>	<p>1) Water temperature 2) Salinity 3) Transparency</p>	<p>4) Turbidity 5) Dissolved Oxygen 6) PH 7) Plankton 8) Sulfide</p>			
		<p>1) Spat Collection 2) Hardening</p>			
			<p>1) Instruction of equipment operation 2) Biological testing 3) Establishment of deputation 4) Development of processsing (freezing and storing</p>		
		<p>Develop and formulate research and training methodologies as an effective tool for technology transfer</p>			
<p>II. TRAINING (ON ITEMS I-2 & 3)</p> <p>1. Extension worker's course</p> <p>2. Key Fishermen's course</p> <p>3. Researcher's and planner's course (for the personnel engaged in private sector, university, etc.)</p>					
	<p>To provide technical advice and guidance for the training course to be conducted by the Philippine trainers.</p>				
	<p>To be conducted by the Philippines side</p> 				

ITEMS	1982	1983	1984	1985	1986	1987
1. Facilities and Equipment (Grant)	R/D					
2. Japanese Experts						
A. Long-Term						
1) Team Leader						
2) Seafarming						
B. Short-Term */						
3. Provisions of Equipment (T.C.) **/						
4. Training Filipino Counterparts in Japan						
5. Filipino Staff						
A. Counterparts						
B. Other Staff						

NOTE: */ Short-term experts will be dispatched when necessity arises.

**/ Provision of equipment under the technical cooperation will be limited for the supplementary one.

PROGRAM II:



* The Organization is subject to change by final decisions from two Ministries of MNR and MIS

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プログラム Ⅲ

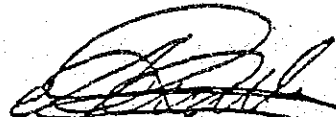
MINUTES OF DISCUSSION (Program III)

In connection with Item I-2 of the Attached Document of the Record of Discussions between the Japanese Implementation Survey Team and the Philippine Authorities concerned with the Philippine Human Resources Development Center Project, the present Minutes of Discussion for the Implementation of Technical Cooperation for Program III has been jointly formulated by both sides on the condition that the necessary budget will be allocated for the implementation of the Project by both sides, and that the schedule is subject to change within the Framework of the Record of Discussions when necessity arises in the course of implementation of the Project.



MR. KEIICHI TANAKA

Member of -
Implementation Survey Team
Japan International Cooperation
Agency, Japan



MR. MANUEL C. REMULLA

Executive Officer -
Construction Manpower Development
Foundation (CMDF)

PHRDC

DATE: 9/9/84

BY: [Signature] CF

I Before the completion of the building and installation of equipment, the following preparations are to be realized:

1. To provide suitable office room for Japanese experts;
2. To recruit necessary number of Philippine counterpart personnel to work with the Japanese experts at the initial stage of the program;
3. To recruit appropriate number of administration staff for the implementation of the Program at its initial stage in accordance with the schedule;
4. To undertake the following program preparation activities:
 - a. Preparation of software (curriculum development, instructional materials development as a joint effort among Japanese and Philippine counterpart);
 - b. Establishment of program implementation organization;
 - c. Additional survey related to the program;
 - d. Enhancement of grant aid scheme;
5. To provide necessary operational expenses for the implementation of the program at its initial stage

II Organization and Administration of the Program

1. The CMDF Organization Chart and its linkage to the CMDC. (Appendix 1-A)
2. The CMDC Organization Chart (Appendix 1-B)

The Executive Committee shall review and approve the operational plans for the CMDC, matters of policy and the

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recommendations of the Manager regarding the operation of the center. It shall provide coordination and guidance to ensure the smooth and effective implementation of the program.

The CMDC shall be headed by a Director who shall be responsible for the implementation of the programs and projects as well as the administration of policies and regulations approved by the Executive Committee. He shall be assisted by four (4) key officials who shall each head four (4) key divisions of the center. Four (4) trade skills consultants shall provide technical assistance while six (6) regular technicians shall provide the much needed manpower support.

III The key personnel of CMDC (from the level of Dept. Supervisor and above) may be members of CMDF staff, but below that level, the staff member of CMDC are to be exclusively appointed for the Program III.

IV Outline of Training Courses

Appendix II provides the outline of training courses in CMDC. The figures are based on the quantitative capacity of the training courses to be conducted under the Technical Cooperation Assistance Program. A projected number of 960

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AD

craft teachers shall be produced in five years. This figure shall form the core of the teaching staff for the craft training program to be implemented later.

V. Terms of Contract of Teacher-Trainers^{and} Craft Teachers.

A. Teacher-Trainers

Teacher Trainers shall be required to sign a minimum 2-year contract with CMDF during which period they shall be engaged to train craft teachers. The 2-year period shall not cover the duration of their own technical training under the grant.

B. Craft-Teachers

Craft Teachers shall likewise be required to sign a minimum of 2-year contract. Their period of training shall also be exclusive of the 2-year engagement. Craft teachers upon the mutual agreement of both parties and depending on the need for their services will remain with CMDF to continue the training program.

VI Site

The Philippine government through the CMDF-MTI shall provide a definite location of the CMDC on September 16, 1982.

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VII TENTATIVE SCHEDULE FOR PROGRAM III

Item	Calendar Year	'82	'83	'84	'85	'86	'87
1. Term of Cooperation	(Five years from the date of the signing of R/D)						
2. Building & Facilities	Basic Design			Opening Construction Work			
3. Counterpart Personnel and Administration Staff							
(1) Counterpart Personnel	Training in Japan						
(2) Administrative Staff	in CMDC						
* Director of CMDC							
* Supervisor of Training Dept.							

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Calendar Year	182	183	184	185	186	187
Item						
* Supervisor of General Affairs						
* Supervisor of Accounting Dept.						
* Supervisor of Instructors Dept.						
* Other Staff Members						
4. Dispatch of Japanese Expert						
(1) Team Leader						
(2) Long Term Experts						
* Construction Machinery Operation						
* Construction Machinery Maintenance						
* Reinforcing Bar Work, Erector, Blockwork						
* Welding						
* Pipefitting, Electricity						
(3) Short Term Experts						
* Construction Machinery Operation						
* Construction Machinery Maintenance						
* Reinforcing Bar Work,						

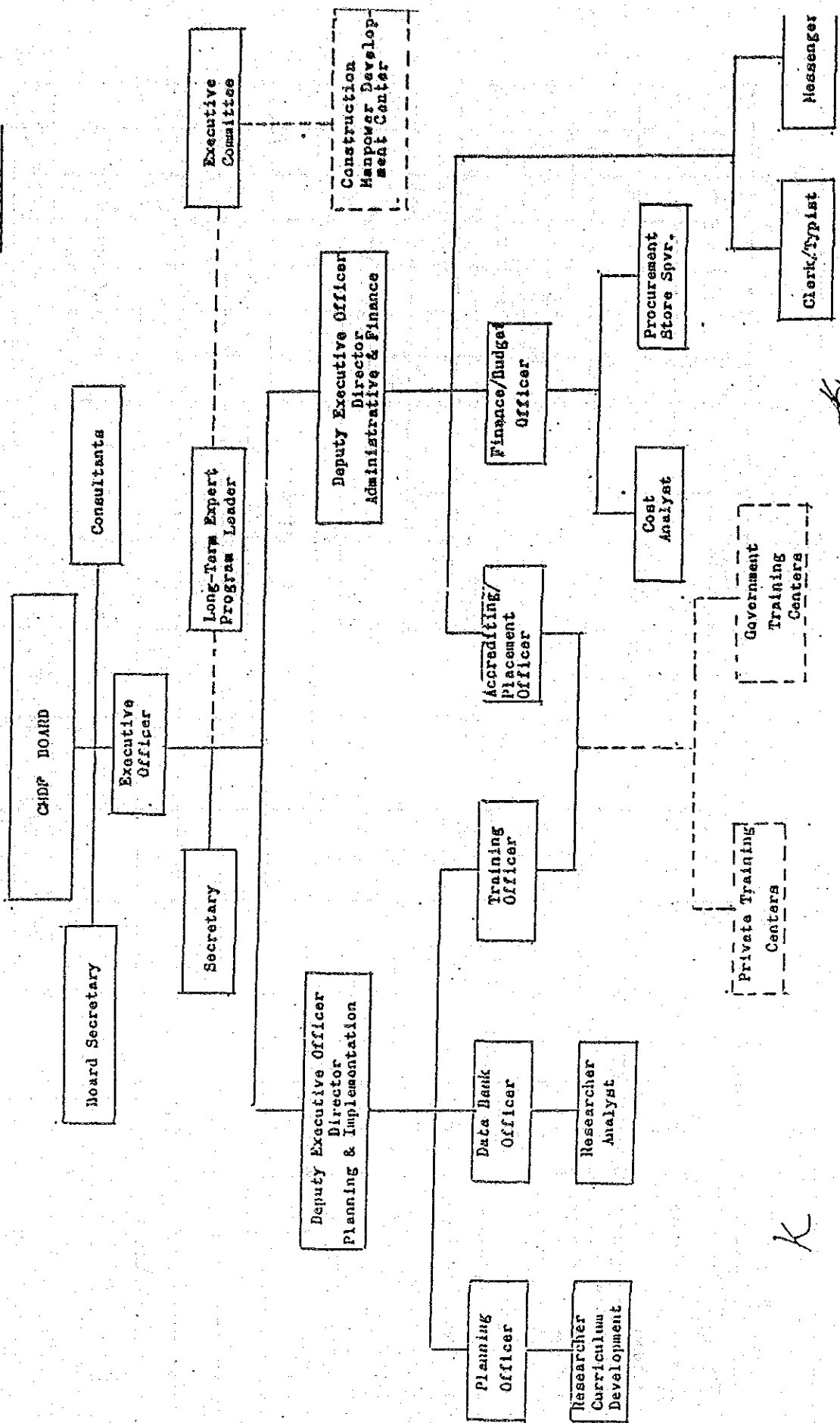
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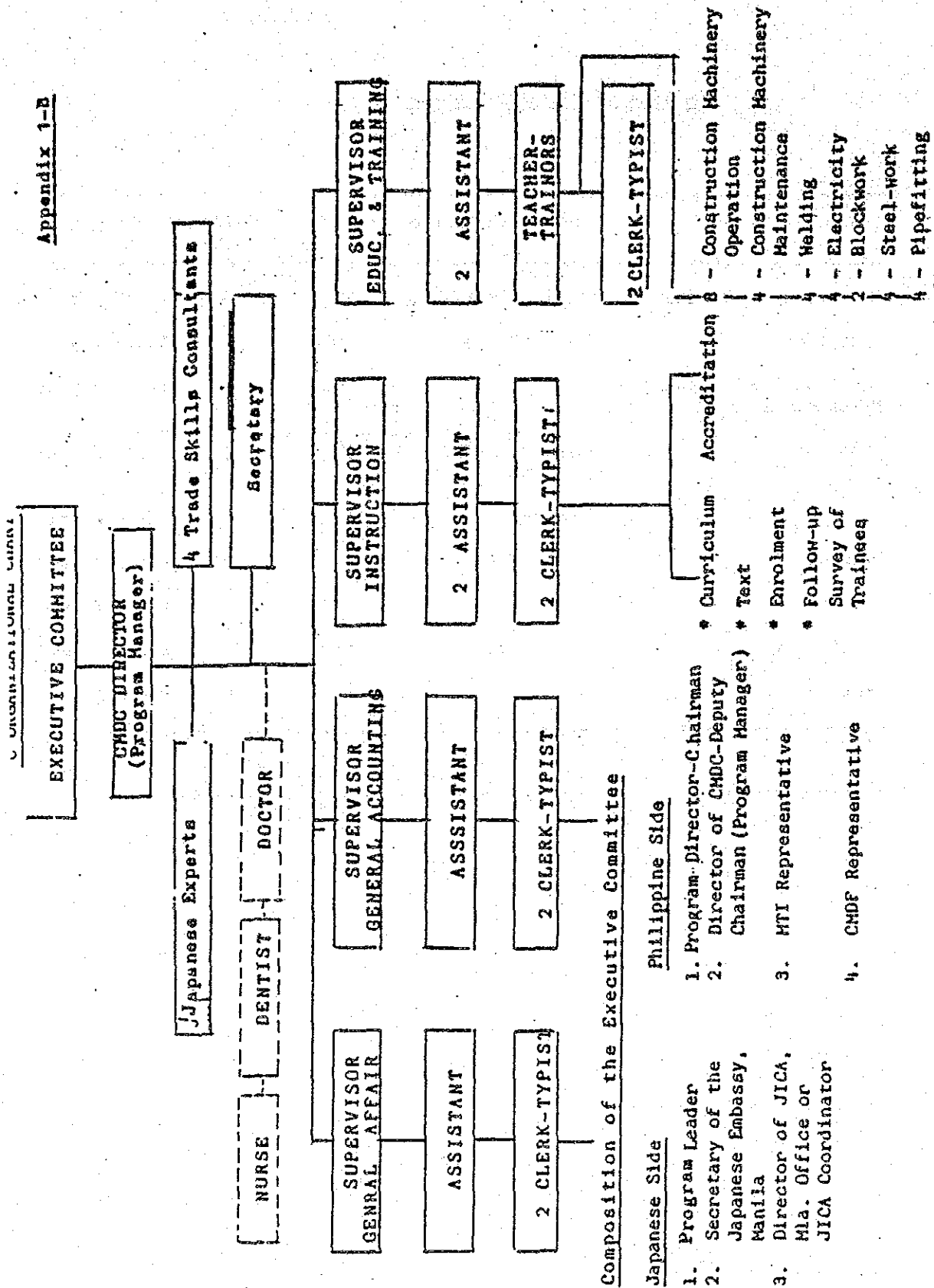
Calendar Year	'82	'83	'84	'85	'86	'87
Item						
* Welding				-ditto-		
* Pipefitting						
* Blockwork						
* Electricity						
5. Provision of Machinery						
6. Counterpart Training						
in Japan						
(same as 3 (1))						
7. Opening of the Training						
Note:	This schedule is formulated tentatively on the condition that necessary budget will be allocated for the implementation of the Program by both sides and that the schedule is subject to change within the framework of R/D when necessity arises in the course of implementation of the Program.					

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CHDP ORGANIZATION CHARTS
(1982)

Appendix 1-A





Appendix II

Outline of Training Courses

Name of Course	Alternative Course	No of Trainees	Duration (Month)	Frequency
Construction Machinery	Crawler Type Work	10	4	twice / year
Operation	Wheel type work	10	4	twice / year
Construction Machinery Maintenance		20	6	twice / year
Steelwork	Reinforcing Bar Work	20	3	twice / year
	Erector	20	3	twice / year
Welding		20	3	twice / year
Electricity		20	6	twice / year
Pipefitting		20	3	twice / year
Blockwork		20	3	twice / year
Total			520/year	
			160 x 2	

$$(10 \times 2 + 20 \times 7) \times 2 \times 3 = 960$$

プログラム IV

MINUTES OF DISCUSSIONS

PHRDC

DATE: 9/9/87

BY: JJ C9

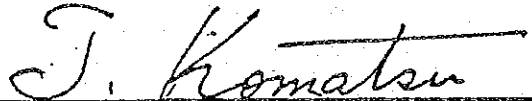
COTTAGE AND LIGHT INDUSTRIES
(Program IV)

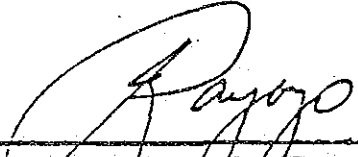
MINUTES OF DISCUSSION (Program IV)

In connection with item I-2 of the attached Document of the Records of Discussion between the Japanese Implementation Survey Team and the Philippine Authorities concerned with the Philippine Human Resources Development Center, the present Minutes of Discussion for the implementation of Technical Cooperation for Program IV has been jointly formulated by both sides on the condition that the necessary budget will be allocated for the implementation of the Project by both sides, and that the schedule is subject to change within the Framework of the Record of Discussions when necessity arises in the course of implementation of the Project.

APPENDICES:

- Appendix I : Tentative Operation Plan
- " II : Tentative Implementation Schedule
- " III : NACIDA Organizational Structure
- " IV : NCITC Organizational Structure


Member
Implementation Survey Team
Japan International Cooperation
Agency, Japan


Mr. Ernesto S. Payoyo
Manager
Cottage Industries
Technology Center
NACIDA

I. The contents of Japanese Technical Cooperation for Program IV are as follows:

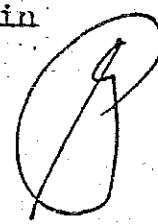
1. The teaching of new and advanced techniques on wood-working and bamboocraft to Metro Manila based and region based technicians and trainers at Marikina.
2. The teaching of specialized techniques on woodworking, and bamboocraft at Marikina or through counterpart training in Japan.
3. The above will be accomplished by the provision of the following inputs under the technical cooperation scheme:
 - 3.1 Long term woodworking expert
 - 3.2 Long term bamboocraft expert
 - 3.3 Short term experts on specialized fields in wood-working and bamboocraft
 - 3.4 Counterpart training in Japan on specialized fields in woodworking and bamboocraft.
4. The determination of the fields of short term experts and counterpart training in Japan and the scheduling of implementation will be discussed jointly by the Program Manager of Program IV, the long term woodworking expert and the long term bamboocraft expert.

(E)

(A)

II. Before the installation of the equipment, the following will be undertaken:

1. Provision of suitable office space for Japanese experts;
2. Recruitment of Philippine counterpart personnel and administrative support staff for the implementation of the project;
3. Curriculum development and preparation of teaching materials;
4. Establishment of operations plan, coordination with Program I;
5. Facilitation of grant aid;
6. Supplementary Survey;
7. Short-term training on machine operations in Japan.

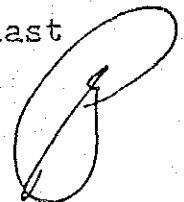


III. The Philippine side strongly requests for the provision of support facilities for the NACIDA regional offices since these facilities are very necessary to deliver efficiently the technology to be developed in Marikina to the woodworking, bamboo-craft and rattan-craft industries in the regions. It must be noted that only twenty percent (20%) of these industries exist in Metro-Manila while the majority (80%) exists in the regions. It is the opinion of the Philippine side that the Marikina Project can be successful only if the efficient and effective delivery of technology to the end-users in the regions can be assured.

Therefore, the Philippine side strongly requests that the following be provided to the NACIDA regional offices:

1. Audio-visual equipment (slide projectors, Betamax, overhead projectors and screens) to conduct audio-visual training on new technology.
2. Photocopying machines to disseminate printed technical information.
3. Cameras to accurately feedback technical problems to Marikina for its assistance.
4. Mobile training units to allow extension workers to conduct training programs and provide consultancy anywhere in the region.

The Philippine side will discuss these issues with the Basic Design Team that will arrive in Manila on the last week of September 1982.



Appendix I

TENTATIVE OPERATIONS PLAN

PROGRAM IV

	PHASE I	IIa	IIb	III
NCITC STAFF (Counter- parts)	In cooperation with Japanese experts: 1. Preparation of teaching materials 2. Establishment of operators/coordination w/ Program I 3. Facilitation of grant aid/installation, etc. 4. Supplementary Survey 5. Recruitment of necessary counter-part and training Japan	Learn new techniques using new M/C under Japanese experts: -For wood (seasoning, machine operations, joinery, finishing & tool sharpening, etc.) -For bamboo (treatment, machine and tool operations, weaving, etc.) -For rattan (treatment, machine operations, forming, finishing, etc.) Preparation of technical information packages	1. Teach regional staff new techniques 2. Learn more advanced techniques under Japanese expert	1. Teach regional officer advanced techniques. 2. Learn specialized techniques under Japanese experts: - Design - Quality Control - Etc. Preparation of technical information packages.
STAFF FOR REGIONAL TRAINING CENTERS		Teach regional cottage industries	Learn new techniques under NCITC staff -For wood (seasoning, machine operations, joinery, finishing & tool sharpening, etc.) -For bamboo (treatment, machine and tool operations, weaving, etc.) -For rattan (treatment, machine operations, forming, finishing, etc.)	1. Teach new techniques to cottage industries in regions 2. Learn advanced technology at NCITC under NCITC staff

(5)

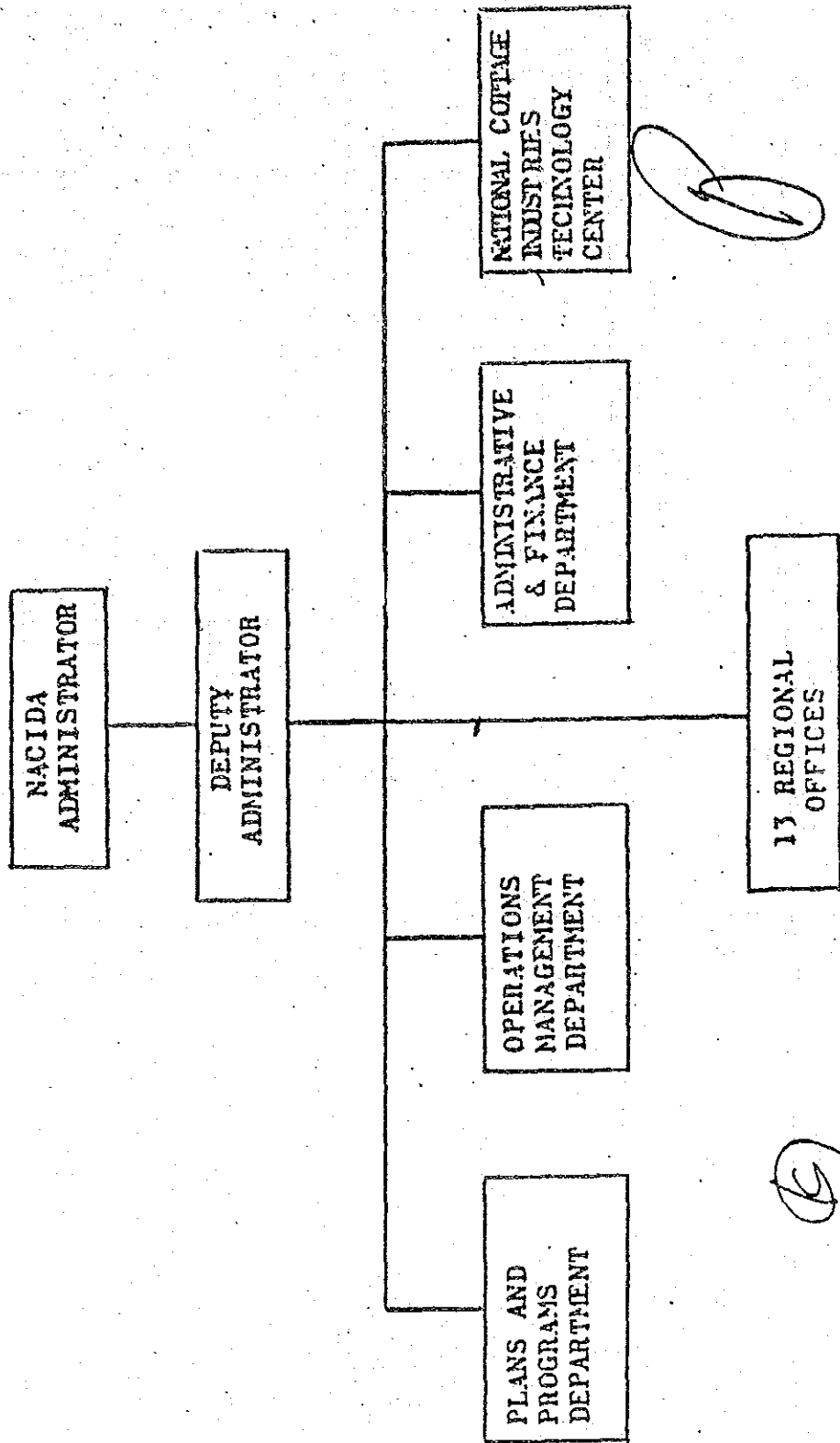
TENTATIVE IMPLEMENTATION SCHEDULE

Program IV

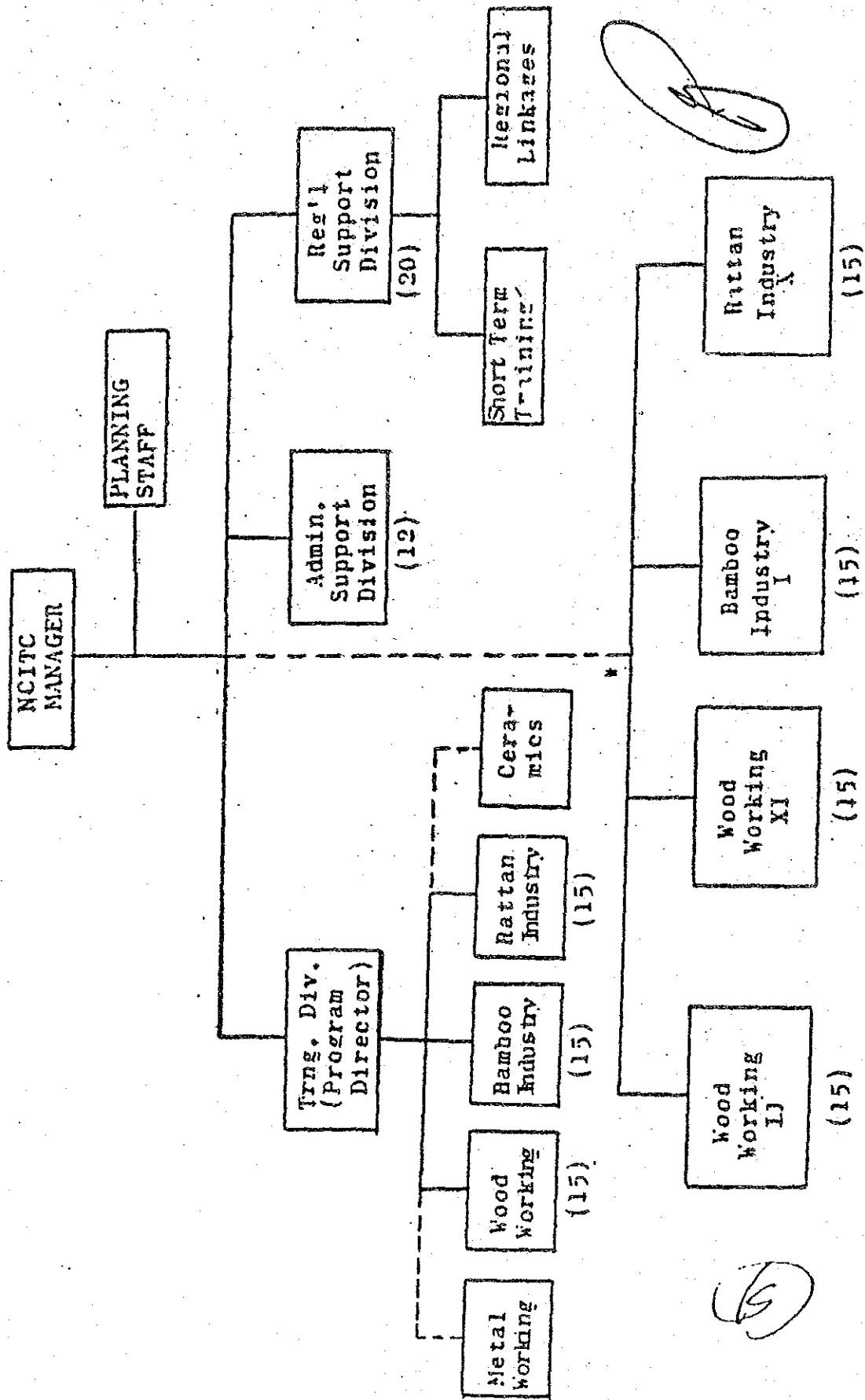
ITEM	1982	1983	1984	1985	1986	1987
1. Building & Facilities						
2. Counterpart personnel and Administrative staff						
3. Dispatch of Japanese Experts						
1. Team Leader						
2. Woodworking						
3. Bamboo Industry						
4. Short-Term Experts						
4. Provision of Machinery						
5. Counterpart Training in Japan						

(5)

NACIDA ORGANIZATIONAL STRUCTURE



NCITC ORGANIZATIONAL STRUCTURE



* to be set-up by CITC

