

Ⅲ 大統領令第785号

(Executive Order No. 785)

MAJACANANG
Manila

EXECUTIVE ORDER NO. 785

CREATING THE PHILIPPINE HUMAN RESOURCE DEVELOPMENT CENTER,
PROVIDING FUNDS THEREFOR AND FOR OTHER PURPOSES

WHEREAS, the Government of Japan is offering the members of the Association of Southeast Asian Nations (ASEAN) financial and technical assistance for the establishment and operation of human resources development centers and programs;

WHEREAS, in response to this offer, the Government of the Philippines has completed the preparation of the ASEAN Human resources Development Project as undertaken by the inter-agency committee constituted and under Letter of Instruction No. 1120;

WHEREAS, the Philippine Task Force had initiated through negotiations tentative agreements as to the nature, scope and naming of a Center;

WHEREAS, the program as a government response to the Japanese offer is primarily in support of the Kilusang Kabuhayan at Kaunlaran;

WHEREAS, the Ministry of Human Settlements being the Secretariat of the Kilusang Kabuhayan at Kaunlaran shall implement the program in behalf of the Philippine government;

NOW, THEREFORE, I FERDINAND E. MARCOS, President of the Republic of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby order the following;

1. There is hereby created the Philippine Human Resource Development Center, hereinafter referred to as the "Center", to be the recipient in behalf of the Government of the Philippines, of the Japanese grant aid for human resources development. All matters pertaining to this ASEAN-Japan project will be communicated to the Japanese Government through the Ministry of Foreign Affairs.
2. The Center shall be in the University of Life, Ministry of Human Settlements.
3. The Center shall have the following functions:
 - a. ensure that human resources development efforts are productively applied to new and existing enterprises;
 - b. strengthen established infrastructure for training related to human resources development and to effect the networking of such existing training facilities;

- c. encourage training curricula and programs responsive to industry's demands;
- d. source and negotiate for training opportunities with Japan and with other ASEAN countries as a means of enhancing technical cooperation and technology transfer; and
- e. provide and facilitate information flow not only among local training agencies but also with Japan and other ASEAN countries.

4. The Center shall have a Governing Council to serve as its policy-making body. The Governing Council shall be composed of the following:

- a. Minister of Human Settlements - 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 the National Economic and Development Authority
 - i. President of the University of Life
-) Members

5. The Center shall have a Joint Steering Committee composed of the Secretary-General, representatives of the lead agencies involved in the Center programs, NEDA, as well as Japanese experts involved in the projects, officials from the Japanese Embassy and/or Japan International Cooperation Agency (JICA).

The Joint Steering Committee shall perform the following functions:

- a. to assist the Governing Council in reviewing and recommending the annual Program plans, including budget allocation of the Center; and
 - b. to facilitate effective implementation of the Programs through close consultations and coordination with the Philippine and Japanese sides.
6. The Center shall have an Office of the Secretary-General. The Secretary-General shall be appointed by the Governing Council and shall act as the chief executive officer of the Center under the Joint Steering Committee.

The Secretary-General shall perform the following functions:

- a. to supervise Program I of the Center;
 - b. to coordinate Programs II, III, IV and V of the Center; and
 - c. to direct the activities of the Center.
7. Technical assistance forthcoming for the development of human resources shall be directed towards the development of skills and the commercialization of technologies particular to the following priority Programs and other non-traditional areas as may be identified from time to time by the Governing Council:
- a. Program I - Center Support Activities
 - b. Program II - Seafarming
 - c. Program III - Non-Traditional Crops
 - d. Program IV - Cottage and Light Industries
 - e. Program V - Shelter and Construction Manpower
8. The grant aid from the Government of Japan to the Center, to the extent that it takes the form of financial assistance or assistance-in-kind that can be easily converted into cash, shall be placed in a special account in any government depository bank to be administered by the Center and utilized for its programs and projects.
9. In order to provide the Peso Counterpart for the operating requirement/s of the Center, the Ministry of the Budget shall annually appropriate and program the amount of FIVE MILLION PESOS (P5,000,000) from the Foreign Assisted Project Support Fund.

This ORDER shall take effect immediately.

DONE in the City of Manila, this 19th day of March, 1982
the year of our Lord, nineteen hundred and eighty two.

SGD. FERDINAND E. MARCOS
President
Republic of the Philippines

PART III

計画打合せチームの派遣について

計画打合せチームミニッツ署名

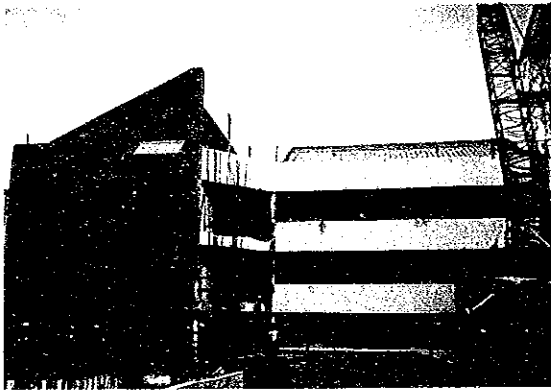


中央着席順左から 後藤 団長

Ms. Grace de Vera PHRDC 事務局長

武井 チーフアドバイザー

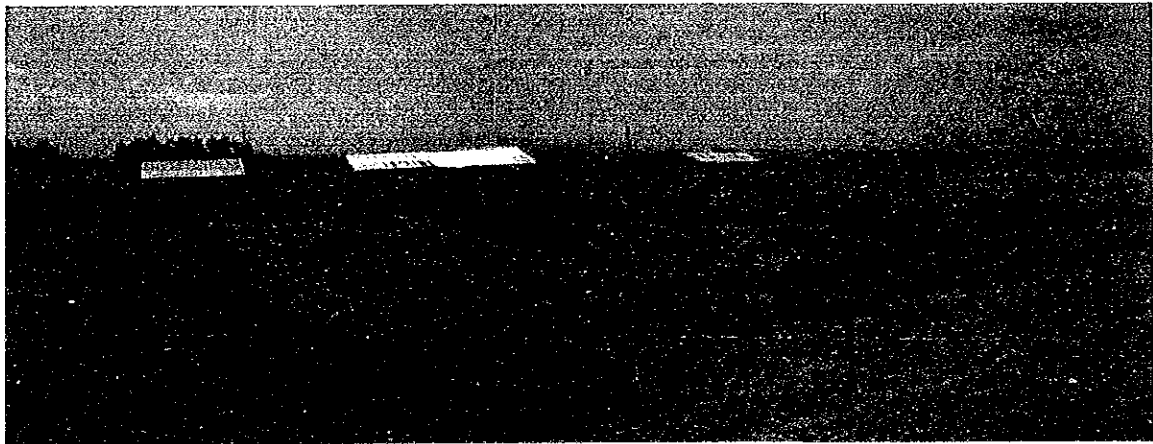
建設中の冬プログラム施設



PROGRAM I

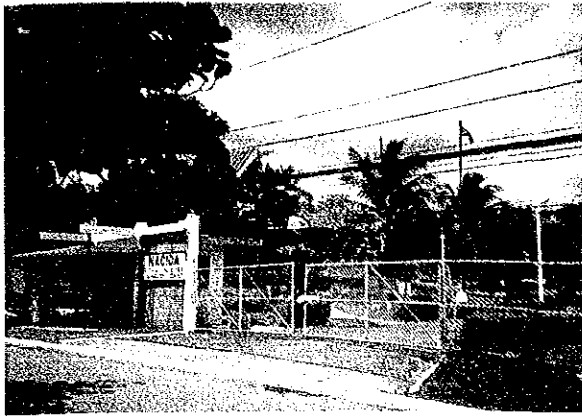


PROGRAM III



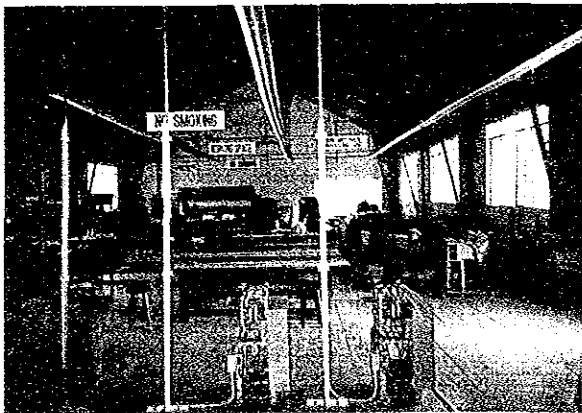
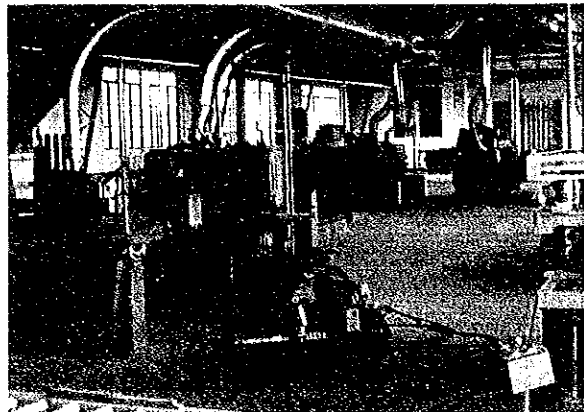
PROGRAM II

機材据付けが完了したプログラムⅣの施設



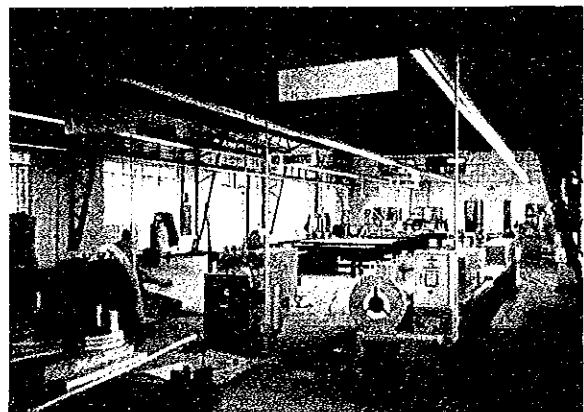
▶ Cottage Industry Center 入口

木工部門 ◀



▶ 竹工芸部門

籐工芸部門 ◀



I 計画打合せチームの派遣

1. 調査団構成

氏名	担当業務	現職
(1) 後藤 洋	総括、プログラムⅠ	国際協力事業団社会開発協力部海外センター課長
(2) 野上 和彦	プログラムⅡ	水産庁南西海区水産研究所増殖第二研究室長
(3) 三箸 宣子	プログラムⅢ	建設省計画局国際課海外協力官
(4) 照井 恵光	プログラムⅣ	通商産業省生活産業局日用品課総括係長
(5) 小林 一三	技術協力一般	国際協力事業団社会開発協力部海外センター課

2. 調査内容

57年9月9日に調印された討議議事録（R/D）及び各プログラムの MINUTES OF DISCUSSIONS に基づき、下記の点について協議及び視察調査を行なった。

- (1) 技術協力計画の進捗状況及び達成度の確認・検討
 - (i) 日本側の協力実績（専門家派遣、カウンターパート研修、機材供与及び無償資金協力）
 - (ii) 比側の投入実績（カウンターパート・スタッフの配置、ローカルコスト負担等）
- (2) 各プログラムの現状及び問題点の把握（訓練計画及び教材の作成状況等）
- (3) 59年度の実行計画の策定
 - (i) 専門家派遣
 - (ii) カウンターパート研修
 - (iii) 機材供与
- (4) 各プログラムサイト視察（PⅡを除く）

3. 調査日程

昭和59年3月18日(日)～3月24日(土) 7日間

日順	月	日	曜日	行 程	調 査 内 容 ・ 項 目
1	3	18	日	東京→マニラ PR431	JICA事務所スタッフ、派遣専門家と日程等
2	3	19	月		(午前) JICA事務所にて打合せ 派遣専門家からプロジェクトの現状について事情聴取 (午後) PHRDC事務局にて打合せ
3	3	20	火		(午前) プロジェクト全体会議 (於 University of Life) (午後) プログラムI及びプログラムIVサイト視察
4	3	21	水		(午前) プログラムIIIサイト視察 (午後) 各プログラム別個別協議
5	3	22	木		(午前) 派遣専門家と59年度実行計画について協議 ミニッツ案の作成 (午後) ミニッツ署名 JICA事務所に報告
6	3	23	金		各プログラム別補足調査
7	3	24	土	マニラ→東京 PR432	帰 国

II 技術協力計画の進捗状況及び達成度の確認・検討

1. 日本側の協力実績

(1) 専門家派遣

プログラム	専門家氏名	指導科目	派遣期間	所属先
I 2名	武井 秀雄	チーフアドバイザー	58. 6. 1～60. 5.31	JICA
	浜崎 文彦	業務調整	"	JICA
II 2名	竹内 卓三	プログラムIIリーダー	58. 4. 9～60. 4. 8	
	綾部 洋	水産養殖	58. 4. 1～60. 3.31	
III 3名	田中 敬一	プログラムIIIリーダー	58. 6. 1～60. 5.31	建設省
	香取 佳一	同アシスタントリーダー	"	建設省建設大学校
	友森 剛二	建築	59. 1.23～61. 1.22	建設省
IV 3名	竹内 阪蔵	プログラムIVリーダー	58. 4. 1～60. 3.31	通産省工業技術院
	八木沢 祐三	竹工芸	"	
	古川 勲	木工	58.11. 1～60.10.31	

58年度実績 長期専門家派遣10名(R/D, M/D通り)

(2) 研修員受入

① 57年度 58.3.1～3.9 (協力計画詳細の打合せ及び研修員受入予定機関視察)

プログラム	研修員氏名	現 職
I	Ms. De Vera	PHRDC 事務局長. UL 副学長
II	Mr. Macadangdang	MHS 居住環境公社漁業プロジェクト開発・評価部長
III	Mr. Dapul	CMDF 事務局長
IV	Mr. Payoyo	NACIDA 技術開発・伝ば部長

57年度実績 4名

② 58年度

プログラム	氏名	期間	科目	研修機関
I 1名	Ms. Barrios	59. 2～59. 7	日本語教育	TIC. 関係機関
II 0名				
III 8名	Mr. Tadiaman	59. 5～59.11	建設機械保守	JICA. 関連企業
	Mr. Agabe	"	"	"
	Mr. Algarate	59. 1～59. 7	鉄筋	関連企業
	Mr. Delfinado	"	鉄骨	"
	Mr. Navarro	"	溶接	"
	Mr. Santos	"	"	"
	Mr. Reves	"	電気	"
	Mr. Sison	"	"	"
IV 7名	Ms. Macapanas	58.11～59. 5	竹細工	TIC. 関係機関
	Mr. Falceso	58.11～59.	藤細工	関係機関
	Mr. Atienza	58.12～59. 2	"	"
	Mr. Eugenio	59. 3～59. 9	木材加工	関連企業
	Mr. Mundo	59. 3～59. 5	"	"
	Mr. Ruiz	"	"	"
	Mr. Vlcencio	"	竹細工, 藤細工	関係機関

58年度実績 16名

(3) 機材供与(単位 千円)

- (i) 57年度繰越分 20,000
- 現地調達 11,961 (車両4台, 複写機)
 - 本邦購入 8,039 (PII…環境調査用機材)
- (ii) 58年度分 5,600
- 現地調達 3,554 (PI…タイプライター他, PIII…OHP他事務機器)
 - 本邦購入 2,046 (PI…ポータブルビデオカメラ他)
- 58年度実績 25,600

(4) 無償資金協力

施工監理……日建設計協

① プログラム I, II, III (施工……熊谷組)

58. 7. 5 E/N締結(2期 25.9億円)
- 58.11.14 工事契約
- 59.12.16 完了予定

② プログラムⅣ (施工……(佛)トーメン)

58. 3. 2 E/N締結(1期 5.2億円)
 58. 7. 7 工事契約
 59. 2.16 完了

2. フィリピン側の投入実績

(1) 予算措置(単位 ペソ)

	1983年度		1984年度
	要求額	承認額	要求額
事務局	5,208	2,090	5,000
PⅠ	1,007	450	7,796
PⅡ	1,668	761	9,527
PⅢ	3,700	3,000	3,034
PⅣ	3,183	1,743	9,094
合計	14,766	8,044	34,451

(1984年度予算は3月現在未承認)

問題点→予算不足、予算の承認・交付の遅れが人件費、運営費の面でプロジェクト実施に影響を及ぼしている。

(2) 人員の配置(1984年2月末日現在)

	現 状			採 用 予 定		
	カウンターパート	事務職員	小 計	カウンターパート	事務職員	小 計
事務局	8	19	27	10	5	15
PⅠ	8	0	8	24	0	24
PⅡ	3	7	10	4~6	未定	4~6
PⅢ	3	3	6	13	0	13
PⅣ	18	4	22	8	6	14
合計	40	33	73	59~61	11	70~72

問題点

- ① 要員数の不足(→予算措置との関連)
- ② 当該分野についての実務経験が少ない(→日本における研修の必要性)
- ③ 定着の問題

Ⅲ 昭和59年度実行計画の作成に係る対応方針

1. 専門家派遣

① 当初の要請

プログラム	長・短期	要請人数	M/M
I	長	0	0
	短	4	11
II	長	0	0
	短	2	14
III	長	3	18
	短	8	24
IV	長	0	0
	短	2	6
計	長	3	18
	短	16	55

② 対応方針

(i) 長期専門家は3名派遣（プログラムⅢ 溶接，電気，配管）

(ii) 短期専門家は30M/Mの範囲で派遣

2. カウンターパート研修

① 当初の要請

プログラム	要請人数
I	11
II	3
III	7
IV	4
総計	25

② 対応方針

59年度受入れ枠18名にあわせて受入れ優先順位を設定

3. 機材供与

① 当初の要請(単位 千円)

プログラム	要 請 額	要 請 内 容
I	4,355	情報分析用ソフトウェア他
II	1,885	実験機器, 水質検査機
III	8,007	カットモデル, スライド, 工具, 計量器他
IV	7,211	家具強度試験装置, 低温貯蔵庫他
総 計	21,458	

② 対応方針

59年度予算枠2,000万円に合わせて若干の調整が必要なるも、要請にはほぼ対応できる見込み。

IV 各プログラム別調査報告

1 プログラム I

1. 実施状況一般

訓練計画・教科書・教材の作成状況及び必要な調査活動の現状。

- (1) PHRDC の広報パンフレット, ビデオ等作成
- (2) 教育メディア作成のためのマニュアル製作中
- (3) 教科書の製本・印刷 (PIV について実施中)
- (4) 各プログラムのニーズ把握等, プログラム実施に必要な調査活動実施中
- (5) 現在, 視聴覚関係スタッフの教育 AV 訓練実施中

2. カウンターパート

(1) 人数と配置状況

3 月末現在

視聴覚関係 …… 10 名

コンピューター関係 …… 10 名

(2) 資質と定着状況

実務経験に乏しいため, 59 年度より順次
研修の必要あり。

3. 比側負担事項

(1) 事務職員等人員の配置状況

上記 C/P 20 名の他, 事務局及び PI に約 10 名のスタッフ。

(2) 専門家の受入体制・待遇

施設完成時まで, UL の既存校舎にて勤務中 (リーダー及び業務調整員)。

4. 専門家活動状況

○ C/P 指導の現状と問題点

59 年度より, 視聴覚教育及びコンピューター関係の短期専門家を派遣し, 本格的技術
協力開始。

5. 組織・体制

(1) プロジェクトの目的, 具体的目標設定, 実施の要領等について, 各プログラム間の共通 認識を深める必要あり。

→対応 …… 月例連絡会議開催中 (専門家, 事務局長, プログラムディレクター)

(2) 関係省庁, 機関との連携の必要性。

6. 無償資金協力の実施状況他

現在本体工事中

9 月末建物完成, 11 月中に機材据付け完了の予定。

2 プログラムⅡ

1. 実施状況一般

比側計画等の内容がR/D, M/Dに低触する事項がみられたため、個別協議に先立ち、日本側長期専門家と意見交換を行い、R/D締結後現在までに情勢の変化がみられないことから特に内容変更の必要はなく、①品質管理やこれに付随する細菌検査は比側の責任で行うこと。②カキ浄化に関して行う細菌検査はカキ浄化に含まれる。ということて意志統一をはかった。

比側 Program Director の Macdangdang ともこの件で事前協議し、双方了解、確認した。比側スタッフにはこの結果を Program Director が伝えることとした。

個別協議の冒頭、比側に対しこのプログラムではダグバン市に建設される施設を中心にカキ養殖の周年化、抑制、浄化、貯蔵技術の研究、開発を目的としている。環境調査、分析などはこの目的を達成するための手段である。目標をはっきりと見据え聞口はできるだけほげってほしいと要望した。

(1) 訓練計画の作成状況と内容

カキ養殖実態調査、カキ養殖場における現場指導を計画したが、比側予算の交付がないため、カウンターパート等の採用がおくれ、また比側現地出張旅費等が不十分なため、日本側現地業務費により車を借りあげ、リングエン湾の調査を2回、マニラ湾岸での調査、指導を5回実施した。これと共にカキ養殖方法、調査結果のとりまとめ方などについて講義、指導を行っている。ダグバン市の他にリングエン湾内でカキ養殖対照試験地の候補海域を調査中である。

(2) 教科書・教材の作成状況と内容

現在、教材となるべき比国の調査報告を収集中であるが、資料が非常に不足しているため、漁村での聞きとりなど実態調査を行いながら、日本その他の国の資料と併せて、教科書、教材の作成を準備中である。

(3) その他のプログラム実施に必要な調査活動の現状と問題点

フィリピン産カキの中には養殖対象種として有望な品種がみられ、今後フィリピンに適合した養殖手法の研究開発が進めば、生産の向上が期待できる。

現在建物を建設中（昭和59年9月末完成の予定）で、UL構内に日、比両スタッフの居室として2室確保されている。

今月中（昭和59年3月）に環境調査用機材、車両等が到着する予定であるが、現地調査に必要な比側の調査旅費、用船料などが不足しているため、計画通り進んでいない。

プログラムⅡの柱であるカキ養殖の周年化、抑制および天然海域での浄化の基礎として現地調査（漁場環境調査、養殖実態調査等）が重要なウエイトを占める。

その理由は、①比側に調査観測資料の蓄積がないため判断材料がない。②フィリピンの漁場環境は温帯の日本と異なるため長期専門家自身も現地の実情を把握する必要がある。

しかし現地調査を実施するための比側承認の予算が非常に少なく、予算執行が非常におそい（1983年度旅費等に支出された額は4,100ペソである）。

日本側の現地業務費も少なく（昭和58年度38,668ペソであるが他のプログラムに比べると多い）調査費に使用できる額が少ない。

建物、調査機材、分析機材等はほぼ整備される見通しがついたが、現地で調達する必要がある養殖関連資材等の購入が比側予算不足のためほとんど望めない。

従って比側要員の確保が予定通り行われても、現地調査や施設の運用ができず、サンプルもはいつてこないため試験機材も遊休状態となることが予想される。

今後比側に対して必要予算の獲得に格段の努力を要請すると共に日本側としても現地業務費の増額、運用に特段の配慮を要望したい。

2. カウンターパート

(1) 人数と配置状況

当初計画（1983年度）は9名であるが、予算不足のため現在3名確保されている。

カウンターパートの氏名、分野は次のとおりである。

Mr. Benjamin Fontanilla	カキ養殖
Mr. Roberto Garcia	漁場環境
Mrs. Elizabeth Palpallatoc	カキ浄化（細菌）

ただし3名とも給与は予算前借りで雇用されている。

(2) 資質と定着状況

3名とも年齢30才前後でU.P.水産学科の学卒および修士過程を終えて勤務経験はあるが、カキ養殖等の試験研究の実務経験がないため、研修、指導が必要である。

本年12月までにダグバン市へ移転するが、これに伴う減員が必配される。現在のところ全員が新施設への勤務を快諾している。

給与の延帯が減員の要因となる可能性がある。

3. 比側負担事項

(1) 事務職員等人員の配置状況

Program Director 1名, Executive Asst. 1名を含め現在事務職員は7名である。

(2) 専門家の受入体制・待遇

現在U.L構内に2室間借りしているが日本人専門家はその内の1室にProgram Director, その他事務職員3名と同居し、この室だけにエアコンも備わり特に問題はない。

(3) プログラム実施に係るローカルコスト負担

カウンターパートの給与が前述のように前借りしており、調査旅費、車両借りあげ、燃

油費、用船料、養殖資材購入費等が不足しているため現地調査は計画通り実施されていない。1984年度も予算の交付時期、いつ、どの程度執行できるか不明のためカキ漁場環境調査、養殖試験等の訓練がどの程度実施できるか見通しが立てられない。

昭和58年度機材供与で受入れる機材格納室はU.L構内に一応確保されている。

4. 専門家の活動状況

○ カウンターパート指導の実状と問題点

カキの生物学、日本におけるカキ養殖技術の紹介などをスライド等により講義すると共にリンガエン湾などにおける漁場環境調査も行い、調査結果のとりまとめ方法について指導している。カウンターパートはU.P.の水産学科を卒業しているが大学では専門的分科がなされておらず、カキの専門知識はほとんどない。このため初歩的段階から、かなり長期の訓練が必要である。

5. 組織・体制

(1) プログラムの管理・運営上の問題点

チームワークは良く、カウンターパートと日本人専門家との間は意志の阻通が充分はかかれており問題はない。一時給与遅配による不満はあったが最近カウンターパートの自覚も向上した。カウンターパートの適性に合った配置と目標達成のため、特に横の連携が不可欠であるが、フィリピン側にこの事を理解させると共に共同して仕事が進められるまでには長期の訓練が必要である。このためにもスタッフを定着させる配慮が必要である。しかしProgram Directorが計画の立案、予算要求書の作成、上部機関に対する接渉等の経験に乏しく、M.H.S.、M.N.R.との連携は、ほとんど進んでいないようである。M.H.S.の担当者が今回はじめて会議に出席したとのことである。また、年令がカウンターパートとほぼ同一で予算接渉などもカウンターパートの方がより積極的である。指揮、命令系統がはっきりしておらず、比側スタッフ内での上下の伝達は不確実である。

(2) PHRDC事務局、他のプログラム及び関連機関との関係

PHRDC事務局よりカウンターパートの給与を前借りしている。プログラムIを除けば他のプログラムとは現在のところあまり関連がない。プログラムIとの関連でコンピューターの利用方法などについて、つめておく必要がある。(59年度短期専門家の中にコンピューター経験者を含める予定)

M.N.R.、M.H.S.との連携はあまり進んでおらず今後緊密な連携を保つためにもこれに適したProgram Directorの交代が望まれる。

6. その他

○ 無償資金協力の実施状態

現在建物は建設中で敷地の整地は完了し、現場への仮道路は熊谷組が整地し、基礎工事を終え、地上部に姿を表わし、完了予定の12月16日より約2カ月早く完成の見込みであ

る。

比側負担の深井戸は数カ所ボーリングを行ったが未だ工事にとりかかっている。(予算は承認済み)敷地までの電気配線は電力会社と支払い条件を交渉中(費用は約35万ペソ)である。構内道路、フェンス、栈橋工事等は未定。海水取水のため海岸使用権については特に問題はない。専門家の生活上の問題点は今のところない。ダグバン移転についても今のところ特に問題は提起されていない。

3 プログラムⅢ

1. 実施状況一般

(1) 訓練計画の作成状況と内容

カリキュラム開発は、日本人長期専門家3名が中心となり、CMDFのスタッフやオーストラリア開発援助国の援助でシンガポールのコロombo・プラン・スタッフ・カレッジで訓練を受けたTeacher Trainor (T/T)を指導しつつ作成しており、8コース(建設機械運転、建設機械整備、鉄筋、鉄骨、溶接、電気、配管、ブロック施工)とも一次案は作成済みである。

カリキュラム開発に当っては、コースの概要、コースの目的を明確にし、コースの内容としては、A.コア知識(含一般オリエンテーション、人間としてパートナーとしてのトレーナー、マネージャーとしてのトレーナー、人的資源開発者としてのトレーナー、先生としてのトレーナーのあり方等)、B.職種別理論、実技(含職種ごとの基本的ルール、安全、材料の技術的側面、道具・機械の技術等に関する理論及び各種実技実習、訓練等)を網羅している。

(2) 教科書、教材の作成状況と内容

建設機械運転・整備については、当初はテキストを作成せず各種機械のマニュアル、あるいはスライド、OHP(トランスペアレンシー)等を使用して指導を行う。これらの教材はすべて入取、あるいは作成済みである。

鉄筋、鉄骨、溶接、電気、配管、ブロックについては作成状況は下表の通りである。

コース名	テキスト名	備考
鉄筋	鉄筋工事	} 1984年度 翻訳・印刷
鉄骨	とび工事	
溶接	アーク(Arc)溶接 (神戸製鋼所編)	1983年度 翻訳 1984年度 印刷
電気	建築概論 シーケンス解説 電気工事概論	} 1983年度 翻訳・印刷
配管	総目次 実技編 施工編 その1,その2 技術編 その1,その2	
ブロック施工	施工管理共通仕様	1983年度 翻訳 1984年度 印刷

内容については基礎理論，実技を総合的に網羅し解説することにより，建設人材養成センター（CMDC）での訓練にも，また日本での本プロジェクト関連研修生の研修にも利用できるものとなっている。

(3) その他プログラム実施に必要な調査活動の現状と問題点

① CMDFはCMDCプロジェクトの他に認定企業において訓練資金を融資，Train—now—pay—late 方針のもとに建設業関連技術の訓練を実施しているため，この実態（資金，レベル，制度）を調査する必要がある。

② フィリピンでは，Technical University of Philippines (TUP)， National Manpower Youth Council (NMYC: 大統領府直属)，教育省下の訓練機関等の研修レベル実態を把握する必要がある。

③ CMDFは4月に，全フィリピン中の企業，Vocational School， Technical School， Trade School，小規模トレーニング・センター等から100組織を選び郵送方式により，どのような技術分野に重点を置くべきかの現状を把握するため調査を実施する。

これは特にCMDCの開所に当って参考とするため行うものであり，職種の重点，育成すべき訓練生のレベルの重点等を把握するために実施するとのことである。

フィリピン社会の必要性の実態に即したCMDCでの訓練は重要であるため，このような調査はある程度意義があるが，その結果，当初要請され，それをうけて設定した8コースの実施については，とりやめたりする等の急変はさけることに留意する必要がある。

2. カウンターパート

(1) 人数と配置状況（分野）

1983年度末及び1984年度見込みの日本人長期専門家とカウンターパートの人数及び配置状況は下表の通りである。

1983年度末		1984年度見込	
日本人長期専門家	フィリピンカウンターパート	日本人長期専門家	フィリピンカウンターパート
田中チームリーダー	Mr. Dapul(CMDF事務局長)	田中チームリーダー	Mr. Dapul(CMDF事務局長)
香取アシスタントチームリーダー (建設機械)	Mr. Todiaman } (建設機) Mr. Agabe } (械整備)	香取アシスタントチームリーダー (建設機械)	Mr. Todiaman } (建設機) Mr. Agabe } (械整備) Mr. Menguita } (建設機械) Mr. Savelcano } (運転) 予定
友森専門家 (鉄筋・鉄骨・ブロック)	Mr. Leon (計画)	友森専門家 (鉄筋・鉄骨・ブロック)	Mr. Leon (計画) Mr. Delfinado(鉄骨) Mr. Algarate(鉄筋) Mr. Pepito(鉄骨) 未定 (ブロック) 予定 未定 (ブロック)

		専門家(溶接)	°Mr. Navarro (溶接) °Mr. Santos (")
		専門家(電気)	°Mr. Sison (電気) °Mr. Leyes (")
		専門家(配管)	*Mr. Arcenas (配管) *未定 (") (予定)
_____	Mr. Barraca (テスト人選) Mr. Villamoran(募集)	_____	Mr. Barraca (テスト人選) Mr. Villamoran(募集)

(注) 比カウンターパートのうち

- ・印は、1983年度 日本でカウンターパート研修(6ヵ月)を受講した者
- ・印は、1984年度 " " を受講予定の者

カウンターパートについては、1984年度日本での研修予定7名(今後実行計画作成の段階で人数確定)の受入れが確定すれば、鉄筋1名、その他7分野各2名のカウンターパートが育成されることになり、1984年度末には、各々の日本人専門家に対し、下記の人数のカウンターパートがつくことになる。

- 田中チーム リーダー 1名 (CMDFと兼務)
- 香取アシスタント チームリーダー 4名 (建設機械運転2, 建設機械整備2)
- 友森専門家 6名 (鉄筋1, 鉄骨2, ブロック2, 計画1)
- 専門家(溶接) 2名 (溶接2)
- 専門家(電気) 2名 (電気2)
- 専門家(配管) 2名 (配管2)

現在(昭和59年3月末)時点では、CMDCの組織はまだ出来ておらず、カウンターパートはCMDFと兼務になっているが、一応、香取氏カウンターパートのMr. Todiaman, Mr. Agabe, 友森氏のアシスタントをしているMr. Leonの3名の他、Mr. Barraca, Mr. Villamoranの5名がCMDCの準備に優先して当ることとなっている。

(2) 資質と定着状況

① 資質

カウンターパートの資質を確保するため、CMDFは日本人専門家の協力を得て、一応のカウンターパート(ティーチャー・トレーナー)について、下記のような資格を設定した。

資格	1. Bachelor of Science in Industrial Education
	2. Bachelor of Science in Engineering or
	3. Graduates of Technician / Technical Certificate Course with Work Experience in Construction Projects
	4. Minimum of five years (combined) Teaching and Work Experience

これらのカウンターパートを採用するため、第1 IQテスト、第2 テクニカルテスト、第3 インタビューテスト、第4 バック・グラウンド・チェックを行っている。募集方法は新聞で広告し、全国にわたって公募する方法をとっている。例えば、1984年度日本研修予定の7名（建設機械運転2、配管2、ブロック2、鉄骨1）の募集に対し、93名の応募があった。

以上のように、資格基準を定め、一般能力、技術に関する知識、人物考査、素行調査等のチェックを行ってはいるが、CMDCのティーチャー・トレーナーとしてのベストの人々を採用するためには下記の問題点を有している。

- (i) ティーチャー・トレーナーについては、日本での研修を含め、2.5年間CMDFに拘束するために一定の給与を支払うこととしている。給与額は2,500P/月(¥42,500-)であり、これはフィリピンの民間で働く高級エンジニアが約4,000P/月(¥68,000-)を得ているのに比し低い。従って、高級エンジニアクラスの技術者をCMDCのティーチャー・トレーナーとして採用することは大変難しい。
- (ii) フィリピン国内でトレーナーという職業が、一般的高級エンジニアやリサーチャー等と比べ、社会的にあまり重視されない仕事であるので、トレーナーにさせるインセンティブが強くない。
- (iii) ティーチャー・トレーナーについては、個人的向き、不向きがあり、必ずしも優秀な技術者がトレーナーになりたがらないことも多い。

従って、これらの問題点を認識しつつ、よりよいティーチャー・トレーナーを採用することに努力することが重要である。

② 定着状況

ティーチャー・トレーナーの定着状況のよしあしについては、まだ採用されたばかりであり、今後しばらく様子を見たと判断を下すことは難しい。

また、現在採用されたティーチャー・トレーナーもCMDCの体制が確立していないのでCMDFと併任のかたちをとっているため、たとえ定着状況が悪くとしてもその原因がCMDCにあるのかCMDFにあるのか不明である。

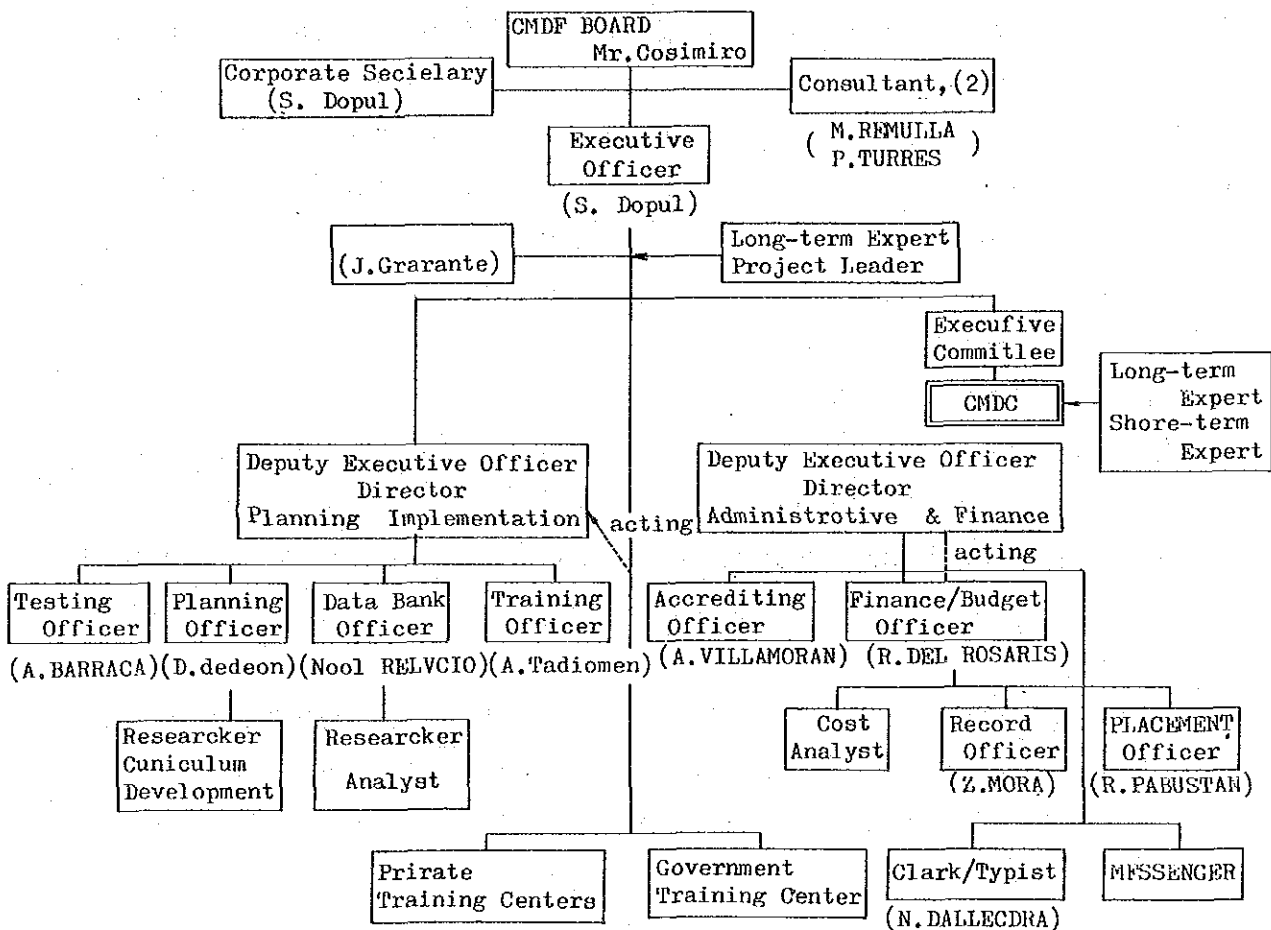
現在いえることは、(i)ティーチャー・トレーナーの拘束期間が2.5年（含日本研修）、(ii)給与が民間の高級エンジニアに比し低い、(iii)高いサラリーを求めて中東地域への出稼ぎが一般化していること、(iv)フィリピン政府の財政困難により資金交付が十分なされず、人件費が今後ともきちんと支払われるか否か不明等の理由から、定着については憂慮せざるえない点が多い。

協力期間終了（昭和62年9月）後は、ティーチャー・トレーナーがCMDCでの訓練の責任者となるので、彼らの定着を可能・確実にするよう何らかのシステムティックな方法を検討していく必要がある。

3. 比側負担事項

(1) 事務職員等人員の配置状況

現在 CMDC 体制はできていないので CMDF の組織の中での専門家の位置づけ, CMDF の職員配置状況をみると下記のようになっている。



CMDFは、1983年度末上記チャートに示すとおり職員13名(含ドライバー2名)である。このうち、事務局長(Executive Officer) Mr. S Dapulを含む5名(兼印のついている者)がCMDCの仕事を優先的にやることとされているが、全体が小さな組織であるうえ兼務者しかいないので人員、配置状況は全く不十分である。

今後CMDCのスタートまでに、Office of Executive Director(2名)、Administrative and Financial Service(19名)、Curriculum Development and Accreditation Division(7名)、Education and Training Division(33名)の4部、61名からなる大組織を設定する予定とのことであるが、フィリピン政府の予算の関係から実現はかなり難しいと思われる。

現在CMDFの説明によれば、Administrative and Financial Serviceに関してはCMDFと兼務する予定であり、現在すでに見通しがついているのは、Education and Training Divisionに所属するSenior, Industry Development Specialist 17名のうちの12名(1983年度ティーチャー・トレーナーとして採用された8名、1984年度ティーチャー・トレーナーとして現在採用が決まっている4名)のみである。

従って今後早急に、CMDC Executive Directorをはじめ、専任として必要な職員を検討の上、採用し体制を整備する必要がある。

(2) 専門家の受入体制、待遇

専門家の受入体制、待遇については下記のような問題点が、プログラムⅢ関係専門家から提出されている。

- ① CMDCの専任職員(含プロフェッショナル・スタッフ、クラリカルワーク)をうけてほしい。
- ② 現在専門家はCMDFのオフィスに机を有しているが、大部屋の1隅にあり狭いので、専門家が十分仕事をしやすいような適切なスペースを確保してほしい。
- ③ CMDCが完成した後は、専門家はダス・マリヤスには適当な住居がないのでマニラ市から通勤せざるを得ない。

通勤には車を使用せざるを得ず、約50kmの往復なのでガソリン代当通勤手当が必要であり、これはフィリピン側負担項目であるがフィリピン側の財政事情から手当の支出が難しい場合もあるので、この場合日本側で何らかの手当を検討する必要がある。

- ④ 国内出張旅費についても上記③と同様であり、フィリピン側の手当が十分になされない場合は日本側で何らかの措置を検討する必要がある。

(3) プログラム実施にかかるローカルコスト負担

① 技協関係

- (i) 専門家がマニラ市～キャピテ州ダス・マリヤスCMDCへ通勤する際の通勤手当
- (ii) 専門家がフィリピン国内を出張する際の出張旅費

以上について、フィリピン側負担事項であるので、その旨明確にし要請する必要がある。

るがフィリピン側の財政事情でそれが難しい場合には、日本側で何らかの対応措置が必要となる。

② 無償関係

(i) 深井戸の掘削

現在ダス・マリニャスのCMDCサイトまでは水道がきていないので井戸を掘り、生活用水、研修用水（洗車等）を確保することと、現在フィリピン側負担により深井戸（約150 Km）を掘削中である。3月30日完成予定。深井戸の容量は2t/時とのことであり、常に順調に動いている場合は問題はないと思われるが、もし何らかの事情で故障があった場合、1本では心配がある。

(ii) 電気

電気については、本線が遠隔地にあるため、現在工事に当っては、工事事務所の電燈はTUP（フィリピン工科大学）より供給してもらい、工事は自家発電で確保し、施工に当たっている。

TUPよりの仮の送電にかえるため、CMDPは3相電力（333KVA）の設置を含む永久送電線の建設について民間企業と交渉中であったが、当該企業のストライキのため、一時的に2相の送電線の設置、変圧器のすえつけ等の工事を行うこととし、本工事についての入札が3月23日なされ、現在上位企業と、価格、資材調達方法について交渉中である。

本工事により、どの程度の電力消費にたえられるかをみた上で将来CMDCサイトより約1.5 Km離れた本線よりの送電工事について検討する必要がある。

(iii) 下水排水、舗装、植栽

フィリピン側負担で実施すべき下水排水、舗装、植栽、フェンスについては、フィリピン側の財政困難の折から訓練コースがスタートした後研修生に実習の一部としてやらせる予定とのことである。

フィリピン側の事情を考えるとやむをえない面もあるが、フェンスについては建設重機械、その他道具類も大量に納入されることになるので盗難防止のために事前にとりつけることが重要と考える。また出来ればガードマンを配置することが望ましい。

(iv) クラフト・ティーチャーのための宿舎

クラフト・ティーチャーのための宿舎については、現在80人収容予定の寮を建設中である。しかしピーク時には160人のクラフト・ティーチャーが同時に訓練を受けられる可能性もあり、またマニラ市からダス・マリニャスまでの交通輸送機関が何もない事情にあるので、残り80名をどのような方法で運ぶのがよいかについて早急に対策を検討する必要がある。

4. 専門家の活動状況

——カウンターパート指導の実情と問題点——

現在カウンターパートは、1983年度日本でのカウンターパート研修（建設機械整備）を終了したMr. DadiamanとMr. Agabeの2人である。

2人のうち、Mr. Agabeは週2～3日のみの勤務であるので、戦力は1.5人分であり、現在すべてのカリキュラム一次案を作成することを目標にしているため、建設機械整備のコースの準備にのみ専任出来ない状況にある。

今後、研修の時間割を4月より作成しなければならないので、カウンターパートは全て専任とすることが望ましい。

5. 組織・体制

(1) プログラムの管理、運営上の問題点（チームワーク、コミュニケーション等）

毎週月曜日、日本人専門家3名、フィリピン側6名で打ち合せ会議をもち、チームワークをよくするよう努めている。コミュニケーションについても私的な面では問題はないという専門家の意見であった。

しかし、仕事の面では資料作成を依頼しても必ずしも期日までに完成しない等の問題があるとのことである。

(2) PHRDC事務局、他のプログラム及び関連機関との関係

PHRDC全体を統括していくためのCircular 001について、各省は賛成していない。またGoverning Councilは一度も開かれていないとのことであるので、今後PHRDC全体の望ましい方向づけについての検討を行うためのシステムを再度検討する必要がある。

CMDFは、Construction Industry Authority of the Philippines(CIAP)の4ボードのうちの1つであり、CIAP議長Mr. Casineroの下にある。Mr. Casineroは民間企業との交渉を担当し、企業としての立場からの指導方針を述べ、Mr. Dapulはそれを受けて、CMDFの方針決定に当たっている。

従って、CMDFはかなり産業界の動向を反映した方針をとると考えられるので、CMDFの中に位置づけられるCMDCとしては、本来の農村工業開発人材育成プロジェクトとしての趣旨をどのように生かし、産業界の需要との調和をはかっていくかが重要と思われる。

6. その他

(1) 無償工事の進捗状況

- ① 整地工事 : 1984年1月に完了
- ② 本体工事 : 基礎及び柱の立上り施工中
- ③ 仮設物 : 仮事務所、食堂、宿舍等の木造仮設物は完了

(注) 附帯工事 : 深井戸……掘削中

電気……仮の送電線の建設のための入札を終了し、業者と交渉中

下水排水施設
舗装
植栽
フェンス

}……未着手

(2) 専門家の生活上の問題

現在のところ特に生活上の問題点はないが、専門家派遣の際に下記の情報がほしいとの要望があった。

- ① 赴任に当り、住宅さがしに多大の時間を費す。(通常20～30軒の家をみる。)この場合、大使館あるいはJICAに適当な空家の一括リストのようなものがあれば住宅さがしの際の目安として非常に便利である。
- ② 専門家のための医療費等のシステムに関する情報がほしい。

4 プログラム IV

1. 実施状況一般

(1) 訓練計画の作成状況と内容

① 訓練の内容については、JICAのスタッフとNACIDAのスタッフと協力してリストアップした。(下記に示す内容)これらの内容は、1984年5月～10月まで、NACIDAにおいて訓練される45人のCounterpartの訓練に利用される。

(i) WOODWORKING

- イ. Drafting and Drawing
- ロ. Study of Characteristics of Wood Materials (Philippine Species)
- ハ. Kiln Drying and other means of Wood Seasoning
- ニ. Measurement Systems and Methods of measurement
- ホ. Hand Tool Operations
- ヘ. Electric and Pneumatic Tool Operations
- ト. Joint Systems for Furniture
- チ. Woodworking Machinery Operations
- リ. Adhesives and Bonding Technology
- ス. Millwrighting for Hand Tools, Power Tools and Woodworking Machinery
- ル. Surface Preparation (abrasives Technology) and Finishing Techniques
- エ. Safety Engineering
- ワ. Upholstery Techniques

(ii) BAMBOOCRAFT

- イ. Materials Treatment for insect control and mold prevention
- ロ. Resin Extraction
- ハ. Bamboo Carbonizing
- ニ. Materials preparation for basketry using equipment and Hand Tools
- ホ. Basic and Advanced Weaving Techniques
- ヘ. Design and Fabrication of Molds for Basketry Products
- ト. Bamboo Veneering Technology and Fabrication of Bamboo Veneer Based Products
- チ. Bamboo Culm Based Novelty Items
- リ. Bleaching and Dyeing Technology
- ス. Bamboo Furniture Construction
- ル. Laminated Bamboocraft
- エ. Finishing Techniques using local Finishing materials

ワ. Upholstery Techniques

(iii) RATTANCRAFT

- イ. Materials Treatment Technology
- ロ. Materials preparation techniques for woven wickercraft
- ハ. Wicker weaving Techniques
- ニ. Materials processing techniques for Rattan furniture (using equipment)
- ホ. Materials Framing and Bending Techniques for Rattan Furniture
- ヘ. Joint Systems for Rattan Furniture
- ト. Assembly Techniques for Rattan Furniture
- チ. Bending and Decoration Techniques for Rattan Furniture
- リ. Finishing Techniques for Rattan Furniture and Wickercraft
- ヌ. Upholstery Techniques

(2) 教科書, 教材の作成状況と内容

- ① 竹加工 Cowsse の教科書は既に作成済。
- ② 藤加工と木工については, 現在作成中であるが, 既存の教科書があるため, それらを up-date することによって作成する予定。訓練が5月から開始するので, それまでに作成。
- ③ 将来は, 訓練の実施状況の結果をみつつ, さらに up-date することになっている。

(3) その他プログラム実施に必要な調査活動の現状と問題点

- ① フィリピンにおける, 木工, 竹工, 藤加工の技術水準を確認し, 技術訓練の指導カリキュラムの編成等の基礎資料とするため, 下記地区の現地調査を行った。
 - ④ 木工 (Davao 地区)
 - ⑤ 竹工 (バタンガス地区, サンフェルナンド, パンパンガ地区, ラユニオン, パンガシナン, サンフェルナンド地区の3地区)
 - ⑥ 藤 (セブ地区)
- ② 今後も機会をみて現地調査を行う予定であるが, 当面の予定としては, 以下の地区を考えている。
 - ④ ツダガラオ (木工)
 - ⑤ パンパンガ (木工及び藤加工)
 - ⑥ パンガシナン (竹工, 2回め)
- ③ 現地調査の費用は原則として, 比側の負担で行うことになっているが, 比側の予算交付の遅れ, 欠如により, 日本側の現地業務費の負担となっている。

また, 現地の民間企業の対応は必ずしも open なものでなく, 調査に苦勞している様子である。

2. カウンターパート

(1) 人数と配置状況（分野）

本プログラムにおいては、wood working, bamboocraft, rattanraft の各分野毎に 15 人の counterpart を配置することになっているが、現在の配置状況は下記の通りであり、不足している分については、4月15日までに採用する予定である。

○ 配置状況

	現員	採用予定数	合計
woodworking	7	8	15
bamboocraft	13	2	15
rattanraft	6	9	15
	26	19	45

(2) 資質と定着状況

一部の Counterpart を除いて技術レベルは必ずしも高くはないが、定着状況については、特に問題はない。しかし現在いる member はいくらか技術をマスターしているが、4月15日までに採用される member については、どのような経歴をもった者が採用されるか不明のため、技術レベルに問題が生じる可能性が大きい。また、NACIDA と民間企業との給与の格差、大学教育の内容等から技術レベルの高い者を採用することは困難と考えられるので技術レベルに応じた訓練、カリキュラムが必要となる。

3. 比側負担事項

(1) 事務職員等人員の配置状況

NACIDA - CITC における事務職員は現員が 12 名であり、新規に採用する予定はない。

(2) 専門家の受入体制・待遇

① Program Leader の部屋は、管理棟庁舎に Mr. Mundo と同室であるが、一応旧式の冷房装置が据付けられている。木工及び竹工部門の専門家室は、臨時に寄宿舍の一部を利用しており、冷房装置が未だ設置されていないが、寄宿舍の整備が終わり次第、冷房装置も完備される予定である。

② 全体的に比側の対応は必ずしも十分とは言えないが、財政事情等諸般の事情を勘案するとそれなりの配慮がなされている様子である。

(3) プログラム実施に係るローカルコスト負担

- ① '83年度の比例の予算交付が遅れたこと、要求金額に対する獲得率が低いため、建物の付帯設備の据付け等に影響が出ている。'83年度と'84年度の予算状況は、下表に示す通りである。

Program IVに係る Counterpart の予算状況
(単位 ペソ)

	1983年(交付済)	1984年(要求)
1. 人件費	459,000	667,914
2. 維持管理費	449,600	944,000
3. 装置費	34,400	130,000
4. 建設費	800,000	1,170,000
合計	1,743,000	2,911,914

- ② 1-(3)-③においても述べたように、ローカルコスト負担の不足により、業務に支障をきたしており、また、1984年度の要求額がどの程度交付されるのかによって、本事業が円滑に進行されるかどうか影響を受けることから、NACIDAの強力な予算獲得努力が必要となる。
- ③ 1984年度は、NACIDAの2911千ペソの他に4つのRegional Center^{*}の費用として、約6000千ペソを要求している。

* La Union Bamboo craft
 Davao Woodworking
 Tuguegarao "
 Cagayan De Oro Rattan craft

4. 専門家の活動状況

(1) カウンターパート指導の実情と問題点

- ① NACIDA-CITCは、今までの機構と業務推進上、カウンターパートと、それ以外の技術系職員(作業員)の区別が分離しにくい点がある。従って、課長、主任(Unit)他、経験と技術程度の優れた者を各々数名を選定し、一応カウンターパートとしている。従って、これから技術系職員に指示伝達されるよう、指導している。なお、機械の特性から専任を必要とする場合、機械取扱専任者を決め保守点検を徹底せしめるよう、検討中である。
- ② 特に問題点という訳ではないが、一部のカウンターパートを除き平均して技術レベルが低い。これらはPHRDCの目的である高級技術員の指導員として適切な職員とは言いきれない。

5. 組織・体制

(1) プログラムの管理・運営上の問題点（チームワーク、コミュニケーション等）

NACIDA - CITCのManager（PHRDC, Program 4. Director）始め、彼のスタッフと日本側専門家は単独に、また、全体的な打合せを行い、カリキュラム、テキスト等の編成作成は元より無償関連の機械据付他、カウンターパートの受入れ計画、技協関連の検討等積極的に連携して業務を進めており、特に問題はない。

(2) PHRDC事務局、他のプログラム及び関連機関との関係

PHRDC事務局からはProgram 4担当、Mrs. Evaが連絡に来ており、Program I～IIIには月例会議を含め情報交換を実施している。

6. その他

(1) 無償資金協力の実施状況

① 昨年10月、移設工事開始から急速に作業は進展したが、比側の予算執行の遅れから工事が延伸した。

12/19 本体関係83年度予算確認により、工事続行中。1/19～2/4 無償関連機材の設置据付けに伴い、機械の調整、試運転のため企業技術員の来所。1/30～2/4 PHRDC（UL）、NACIDA、設計及び施行担当トーマンによる立会検査、試運転の実施。一部機械について部品の不足から試運転実施不能のものがあつたが、後日部品の設定により調整の上、試運転の確認を行う。1/20 JICA、マニラ事務所からの研修員受入れ確認に基づき、Mr. Mundo, Mr. Ruiz 及びMr. Vicencioの各々45日研修, Mr. Eugenia 6カ月研修の渡航手続きを申請した。（3月から日本に渡航中）2/6 84年度C/P関係Form A-2及びA-3等、Program 4からULに提出。2/10 CITCにおいて、無償関連機材、工事完了による引渡し調印式。（4月末頃竣工式）2/10 監督者研修から、藤加工課長Mr. A. Atienza 帰国。（58・11/1～59・2/10）

② 比側の負担工事（中二階を間仕切工事、照明、主電源開閉 取付工事等）の遅れから引渡し調印（2/10）。後において工事続行中。

③ 4月下旬に予定されている竣工式にはイメルダ大統領夫人が出席されることから、工事に拍車がかかっている様子。

④ いずれにしても、無償供与機械の管理・利用を有効かつ円滑に行うための技術指導、専門家の派遣等が肝要である。

V フィリピン側と署名したミニッツ


MINUTES OF DISCUSSIONS BETWEEN THE JAPANESE PLANNING
CONSULTATION TEAM AND THE PHILIPPINE AUTHORITIES CONCERNED
ON THE JAPANESE TECHNICAL COOPERATION FOR THE PHILIPPINE
HUMAN RESOURCES DEVELOPMENT CENTER PROJECT


The Japanese Planning Consultation Team organized by the Japan International Cooperation Agency (JICA) headed by Mr. Hiroshi Goto visited the Republic of the Philippines from 18 to 23 March 1984, to study and discuss with the Philippine authorities concerned on the following items for the smooth and effective implementation of the Philippine Human Resources Development Center (PHRDC) Project.

1. The present situation and achievement of the technical cooperation in fiscal year 1983.
2. Implementation/Activity Plan for fiscal year 1984.

The minutes of discussions for General Meeting and the Reports of Study and Discussion on Programs I - IV are attached respectively.

March 22, 1984
Manila


HIROSHI GOTO
Leader
The Japanese Planning
Consultation Team


GRACE E. DE VERA
Secretary-General
Philippine Human Resources
Development Center

MINUTES OF DISCUSSIONS

FOR THE GENERAL MEETING

CONSULTATION MEETING WITH JICA REPRESENTATIVES

Seminar Room, University of Life

March 20, 1984

Time: 10:15 am to 12:30 pm

ATTENDANCE

JAPAN-PANEL

1. Hiroshi Goto
2. Noriko Mitsuhashi
3. Kazumi Kobayashi
4. Keikou Terui
5. Kazuhiko Nogami
6. Hideo Takei
7. Keiichi Tanaka
8. Yokito Katori
9. Sakazo Takeuchi
10. Yuzo Yagisawa
11. Gouji Tomomori
12. Takumi Takeuchi
13. Hiroshi Ayabe
14. Fumihiko Hamazaki
15. Osamu SaeKi
16. Isao Furukawa

PHILIPPINE-PANEL

1. Grace E. de Vera
2. Santi Dapul
3. Ernesto Payoyo
4. Enrique Macadangdang
5. Ernesto Vizconde
6. Edgardo Dajao
7. Rogelio Ormilon
8. Milagros Garcia
9. Andres Villamorán
10. Dioscoro Ayag Jr.
11. Elizabeth Palpallatoc
12. Zenaida de Villa
13. Jose Abraham Ongkiko
14. Cecile Cortez
15. Deborah Yambao

MINUTES:

1.0 Remarks

Grace de Vera made her welcome remarks to the visiting mission and expressed her gratitude in behalf of the Philippine government for the support, guidance and inspiration provided by Japan on the project. She stated that PHRDC has grown-up in understanding the Japanese system. She further stressed that Program IV has completed receiving the grant and is now ready to accept the transfer of technology in three (3) areas. Despite financial constraints, PHRDC has solicited assistance to get necessary counterpart funds for the implementation of the project.

2.0 Purpose of the JICA Mission

Mr. H. Goto emphasized that the consultation meeting is conducted to review the 1983 accomplishments and to discuss the targets and detailed activity plan for 1984 as to synchronize actions and responsibilities of both parties.

3.0 Technical Cooperation Report (Japan side)

3.1 Mr. Kobayashi reported that under the Technical Cooperation for 1983, the following have been achieved:

1. dispatched 10 Japanese experts
2. accepted 16 counterpart training in Japan
3. completed grant aid equipment for Program IV

3.2 Supplementary vehicle for each program will be delivered by the end of March while equipment of Program II for environmental survey is ready for shipment.

4.0 PHRDC Report (Philippine side)

Grace de Vera gave an overview on the Projects operation for the year 1983.

4.1 The Project was able to hire a manpower complement of 83 for 1983 and increase the working force of the project by 1984 in the following levels:

Breakdown:	1983	1984
Center	24	37
Program I	8	13
II	7	11
III	17	17
IV	27	27
TOTAL	83	107 + staffing by End of March 84

The projection of total staffing to be hired for the remaining three (3) quarters of 1984 will be discussed by individual project teams.

4.2 The Philippine government has released a total amount of P6.9M for the Project, and for 1984 operations, the programs have submitted their respective budget estimates:

Breakdown:

		1983	1984
		REQUESTED	REQUESTED
Center		5,000,000	5.0M
Program I		1,654,795	7.7M
	II	3,160,000	9.0M
	III	3,827,000	3.6M
	IV	3,000,000	9.0M
TOTAL		P16,641,795	P34.3M

Legend: PO = Project Operations & LD = Land Development

MHS has committed to advance the following amounts for Program I & II for 1984 while awaiting for budget releases from the Ministry of Budget:

Program I P 150,000
 Program II P 1,000,000

4.3 The Center was able to hold three (3) operations committee meeting with program Directors together with their Japanese experts. Since then, they have been conducting agency level meetings to plan program activities.

4.4 Has solicited assistance from various government agencies as well as private enterprises in the implementation of the Project.

PROGRAM REPORTS

5.0 Program IV

Mr. Payoyo, Program Director made a summary on the Program's achievements, issues/problems and targets

5.1 Achievements

- had conducted skills training program to the staff
- set-up the organization by recruiting staff/personnel
- submitted a special project request for 1983
- able to come-up with a study on the training content with the assistance of Japanese experts
- conducted informal training to existing personnel on the three (3) identified craft areas

5.2 Issues/Problems

- delay in the release of budget is detrimental to the construction schedule
- unavailability of funds and increase on the prices of commodities affected the construction

5.3 Targets

- recruitment for additional personnel is expected to be completed by April
- implementation of a trainers training program from May to October and November to April upon arrival of the trained staff from Japan
- establishment of regional training centers:

La Union	- Bamboocraft
Davao	- Woodworking
Region X	- Rattancraft

6.0 Program III

The Program Director, Santi Dapul reported the following:

6.1 Achievements

- facilitated the sending of trainees to Japan
- negotiated and finalized the request for additional experts
- developed a curriculum content for the teacher-training program of CMDC
- came-up with a work program identifying the teaching training material requirements
- conducted regular committee meeting with experts to discuss technical/management problems

6.2 Targets

- adopt a curriculum study for teachers work development
- establish linkages with vocational/trade and technical schools to generate more participants
- conduct a survey to determine the nature and priority skills of the industry
- develop a curriculum that will help produce teachers capable of supervising/monitoring construction activities
- implement a media campaign system for information dissemination to generate trainees to the programs to be offered

6.3 Issues

- delay in the budget releases/unavailability of funds

7.0 Program II

Mr. Macadangdang pointed out the following:

7.1 Accomplishments

- conducted site visits and environmental surveys in the different coastal/fishing areas in Bulacan, Cavite, Dagupan and SEAFDEC in Iloilo.
- developed workprograms to determine the resource requirements for the project
- prepared a master plan of activities for the duration of five (5) years
- gathered/collected relevant information on the traditional oyster farming by interacting with the local fish farmers
- conducted a mini-workshop with SEAFDEC on oyster culture
- identified short term experts who will provide assistance in pursuing the transfer of technology
- solicited assistance from the various agencies for the initial stage of project implementation

7.2 Targets

- develop/package curriculum materials of the identified technologies for dissemination and promotion
- develop an information system on the seafarming trends of the fishing industry
- determine environmental conditions to confirm whether the Japanese oyster technology will fit to local condition
- recruit/train additional personnel for the operation

7.3 Issue

- delay in the release of funds allotted for the Program affected the schedule of construction and program plan

8.0 Program I

MULTI-MEDIA DIVISION

Achievements:

The Division has identified the need to establish, maintain and provide the services of the following equipment and facilities:

- Audio systems and facilities
- Video systems and facilities
- Language laboratory system
- resource library to serve as a reservoir of raw stock materials to be used as a base for training materials production
- central library which will give the Center's beneficiaries access to repackaged training materials

Workplans for each project have also been drawn up for the year 1984. Areas where improvement and/or reorientation are deemed imperative were also defined. These include:

- additional operation and maintenance capabilities of equipment coming in thru the Grant Aid for MMD-based technical personnel
- reorientation into educational media approaches

The division feels that their presence will be more maximized if they came in after the turnover of equipment in late 1984. Thus, the request for experts was deferred for until that period.

The curriculum for counterpart training in Japan on ETV/ITV educational media for 1983 and 1984 have been identified.

Targets:

With equipment turnover due to occur early 1985, auxillary services precluding those using mainline equipment are:

- provision of training programs and seminar-workshops on equipment operational and maintenance as well as basic production techniques in educational and instructional media
- assistance to other programs in courseware preparation for subsequent use as training packages
- assistance in press and mass media-related activities and documentation for and in behalf of other programs.
- library services for general reference sourcing on programs' technology materials and the production of advanced courseware.

With the arrival of equipment systems and facilities, the Division envisions to produce training materials as reflected in the developed coursewares in cooperation with the other programs and to cater to their technical and production requirements including equipment maintenance and repair and post production capabilities with the Division's equipment and personnel.

For documentation purposes and at the same time serve as a base for the production of training materials, the Division shall undertake the recording of such technological processes handed over by the Japanese experts to their Filipino counterpart in various forms of media.

Since the equipment systems and facilities will only be turned over early 1985, only the following program activities can be implemented:

- Training programs and seminar workshops on basic equipment operation and maintenance, multi-media production of low-cost software, courseware development in coordination with the other programs
- public relations material production promoting the Center's activities to sustain a level of public awareness on PHRDC-based developments
- library services as stipulated in previous page.

When full production capability is realized after the equipment turnover in 1985, the Division will undertake the following projects in providing support services to the other programs:

- training material production in print, audio-cassettes, slide-tape or VTR forms in various venues such as PHRDC outreach van, the libraries, regular classroom teaching or correspondence training.
- availability of technical and post-production services as well as maintenance and repair services at rates lower than commercially available after the warranty period of the equipment has expired.

With the identified areas of deficiency, the following steps are proposed as possible solutions:

- training in Japan of counterpart personnel on
 - . operation and maintenance of video equipment and related peripherals
 - . educational / instructional media production approaches
- request for Japanese experts on video systems operations and installation by the year-end of 1984

COMPUTER DIVISION

Achievements:

- initial survey on possible computer usage
- identified hardware/software configuration
- recruitment for local organization has been defined
- needs and changes on machines/equipment has been discussed with contractor
- budget was identified and presented
- operating system has been defined and presented for management approval

Target:

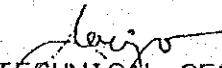
- conduct of detailed information requirements study
- conduct of basic, general and detailed systems design
- identification of agency linkages
- research and identification on specific training direction
- initial preparation of course materials and curriculum to be conducted
- identification of trainers and preparation of training organization
- study on maintenance problems, identification of future systems needs

Issue:

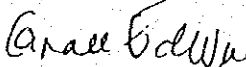
- delay in the release of funds likewise affected the program implementation

There being no other matters to be discussed, the meeting was adjourned at 12:30 pm.

PREPARED BY:


TECHNICAL SECRETARIAT
PHRDC

NOTED BY:


GRACE E. de VERA
Secretary-General

REPORTS OF STUDY AND DISCUSSION

ON

PHRDC & PROGRAM I

STRATEGY OF IMPLEMENTATION:

A. Program Level Meetings

- Each Programs conduct regulars meetings among project staff, counterpart experts with the Program Director to consult, communicate, evaluate and plan day-to-day activities.

B. Center Level Meetings

To ensure proper execution of the Project, the Secretary General conducts regular planning sessions *(formal/informal meetings) with the Program Directors and Heads or designated representatives of each participating agencies to come up with joint management decisions. Scope of discussion covers action plans, policies and procedures, logistics and countermeasures for existing problems that prevail in the various stages of project implementation with the participation of Japanese experts when necessary.

- * Conducting informal meetings with head of agencies and Program Directors are the norm for solving emergency problems requiring immediate decision.

Types of Meetings:

1. PHRDC-Directors' Meeting

- meeting conducted with the Secretary General and Program Directors to discuss the progress/status of the project implementation.

2. PHRDC-Agency Meeting

- the meeting is composed of Steering Committee members/head of respective participating agencies and Program Directors.

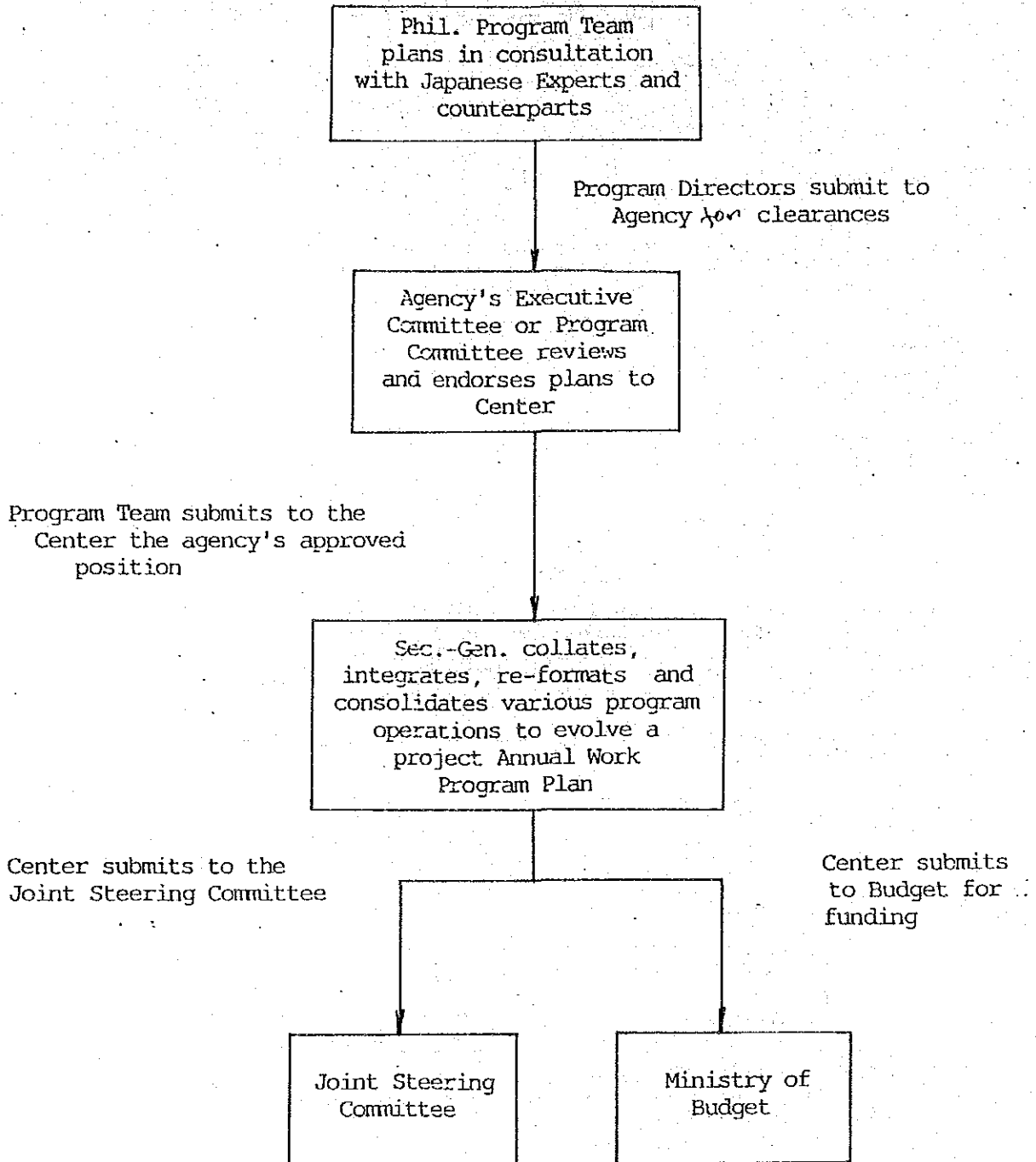
3. Operations Committee Meeting

For proper coordination, information and cooperation with the Japanese counterparts, said meeting is being held together with Program Directors and the Secretary General to discuss operational and budget problems of the Project.

4. Chief Advisor, Program Director/Program Leader

This is initiated by the Chief Advisor on request by the Program Directors or Leaders to facilitate coordination, joint management decisions and closer coordination among the four programs/offices of the Center and the Chief advisor.

ANNUAL PROGRAM PLANNING SCHEME IN PHRDC

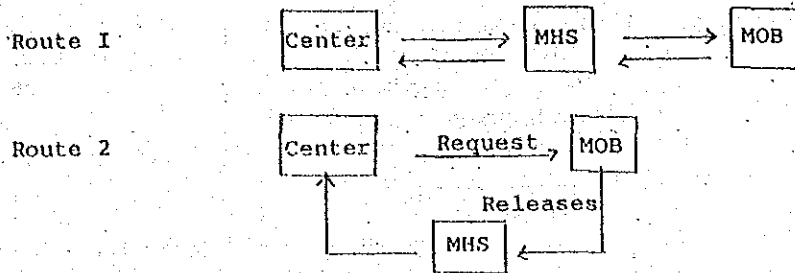


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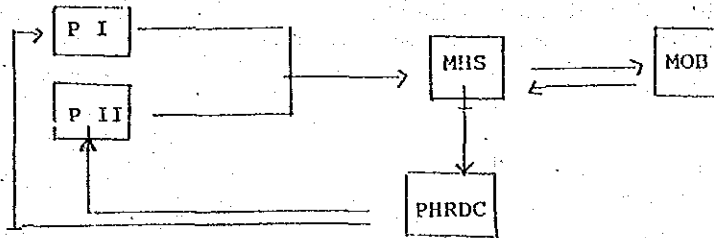
BUDGET REQUEST / RELEASES

1) Center



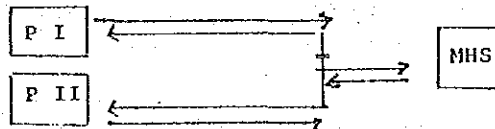
The Center has a regular budget allocation under Executive Order 785 so can request from Ministry of Budget (MOB) directly but releases is through MHS.

2) Programs I & II

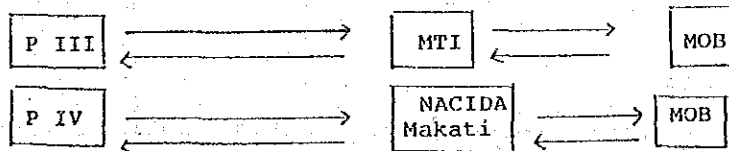


Programs I & II are program offices under the office of the Minister, and therefore can request through the Ministry the counterpart funds from MOB. MOB releases through the Ministry to PHRDC per PHRDC Operating Policies and Procedures dated 22 March 1983, for more efficient implementation.

In cases of advances for 1984 by MHS, the following scheme will be observed:



3) Programs III & IV



Since Programs III & IV are implemented by existing agencies with a defined line of items in the budget, requesting and releasing is through the normal channels.

Jaw

In 1983 a special budget was requested for PHRDC Program IV using the above scheme. NACIDA has an annual appropriation of about P 35M and can therefore advance expenses while awaiting releases from special budget request of 1984 for Program IV.

Asw



MINUTES OF DISCUSSION
PROGRAM I

A. Staffing

Staffing work for Program I is projected to increase by the end of 1984.

	1983	1 9 8 4		Total #
		hired/to be hired		by end of 1984
Multi Media	7	3	3	13
Computer	1	2	5	8
	8	5	8	21

Five has been hired for the first quarter of 1984. A total of eight (8) personnel are still to be hired from now until the end of the year to bring out the total staffing complement to 21.

B. Budget

For 1983, Program I requested P800,000 for utilities and land development and only P450,000 was released for power and other utilities.


Requested for Program Operations from the Foreign Assisted Project Fund (FAPF) of the Ministry of Budget totalled P1.1M, and none was released from said request. Advances made by agency totalled P167,000.00

For 1984, request for Programs Operations which was submitted to the Ministry of Budget amounted to P7,796,000.00. An advance from the Ministry of Human Settlements beginning second quarter will be P150,000.00 while awaiting the release of funds from the Foreign Assisted Project Fund of 1984.

C. Curriculum Development

Please see detailed plan design and course content in the reports submitted by Multi Media to JICA.

Law



D. TECHNICAL COOPERATION

A. TRAINEES

1. Multi-Media Division

In 1983, only one trainee (Ms. Ma. Corazon G. Barrios) was sent to Japan to study Japanese language and culture and human resources orientation. For 1984, the minimum training requirement were proposed as follows:

1	Maintenance Engineer
1	Maintenance Technician
1	Production Assistant
1	Studio Director
1	Program Operations Manager
1	Scriptwriter
1	Cameraman
<u>7</u>	Total

2. Computer Services

Four trainees for 1984 were recommended as follows:

1	Data Base Engineer
1	Systems Designer
1	Systems Programmer
1	Hardware Engineer


B. Counterpart Experts

Two (2) long-term experts for Program I were dispatched by JICA for 1983, Mr. Hideo Takei, Chief Advisor and Mr. Fumihiko Hamazaki, Program Coordinator

For Computer services, six (6) short term experts for three (3) months are being requested for 1984 for the following program activities:

- . Basic Design
- . General Design
- . Detailed Design

Although there was an intention to request for Japanese experts in 1983 for Multi-Media Division, the division feels that their presence will be more maximized if they came in later after the turnover of equipment

SW 

in late 1984. thus, the request for experts was deferred for until that period.

Specifically, the Japanese expertise needed centers on video system installations and operation.

C. Work Activities for 1984

The MMD have identified the following activities for 1984:

1. development of courseware
2. provision of training and seminar-workshop
3. establishment and provision of library services
4. production of training materials

For the Computer Division, the following activities have been lined-up:

1. Conduct of systems development studies on:
 - a. Basic Design
 - b. General Design
 - c. Detailed Design
2. Identification and establishment of Agency linkages
3. Research on specific training direction
4. Preparation of curricula
5. Identification of trainers for computer education

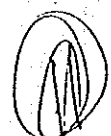
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RELATIONSHIP OF CENTER AND PROGRAM I RESOURCES

The equipment and facilities donated for Program I is intended to service both the needs of the other programs-- II, III and IV and the lead implementing agency of Program I which is the Ministry of Human Settlements/ University of Life. Whenever the machines are used to service and support training activities or operations of Programs II, III and IV, the lead implementing agency in the project activity is the Center. When the machines and equipment are used to acquire the Multi-Media and Computer technology from Japan to develop modules or prototypes of advanced technology, the implementing agency is the Ministry of Human Settlements. There is a program office responsible for ensuring the acquisition of the technologies using the machines donated by Japan and applying it to existing training needs, training materials and training resources. The MHS/UL is primarily responsible for acquiring from Japan the necessary methods and processes for producing media based educational materials and a systematic data info. system. This will serve as outputs on how these technologies can improve the training activities of Programs II, III and IV. Program I personnel managing the multi-media equipment and computer facilities will both service the requirements of the other programs. The staff who will be trained under the Technical Cooperation will be responsible for training the other human resources of Programs II, III and IV and other clientele groups that must benefit from the new technologies.

See



ITEMS OF WORK	ACHIEVEMENT 1983	WORK PLAN 1984	REMARKS
1. Identification of Requirements	To be able to render support services to the Programs of the PHDC & their agencies, the Division has identified the need to establish, maintain and provide the services of the following equipment and facilities:		
	a) Audio systems and facilities		
	b) Video systems and facilities		
	c) Language laboratory system		
	d) Reserve library to serve as a reservoir of raw stock materials to be used as a base for training materials production		
	e) Central library which will give the Center's beneficiaries access to repackaged training materials		
2. Needs Assessment		With equipment turnover due to occur early 1985, auxiliary services precluding those using mainline equipment are:	In between developing and producing training modules, technical manuals, video briefs and documentation of activities of the diff. programs of PHDC, the staff continually undergoes in-house training programs on related areas of learning
		a) provision of training programs and seminars, workshops on equipment operation and maintenance as well as basic production techniques in educational and instructional media	
		b) assistance to other programs in courseware preparation for subsequent use as training packages	
		c) Assistance in press and mass media-related activities and documentation for and in behalf of other programs	
		d) Library services for general reference sourcing on programs' technology materials and the production of advanced courseware	
		With the arrival of equipment systems and facilities, the Division envisions to produce training materials as reflected in the developed courseware in cooperation with the other programs and to cater to their technical and production requirements including equipment maintenance and repair and post production capabilities with the Division's equipment and personnel	
		For documentation purposes and at the same time serve as a base for the production of training materials, the Division shall undertake the recording of such technological processes handed over by the Japanese experts	

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Division of Technical Training Services to the PHDC

Division of Technical Training Services to the PHDC

PROGRAM I - MULTI-MEDIA DIVISION

ITEMS OF WORK	ACHIEVEMENT 1983	WORK PLAN 1984	REMARKS
3. MMD Projects	The Division has lined up several projects for later implementation and as such, identified the following: Project M41 - Training programs and seminars Project M42 - Courseware Development Project M43 - Public Relations/Public Affiliates Project M44 - Library Services Project M45A - Production of printed materials Project M45B - Production of video materials Project M46A - Post Production Services Project M46B - Maintenance and Repair Services Furthermore, items relating to industry practices such as supply-demand analyses, technology impact, industrial profitability as well as marketing information including general market preferences, target market demand volume and marketing mix have been discussed for each and every project identified. Workplans for each project have also been drawn up.	Since the equipment systems and facilities will only be turned over early 1985, only the following program activities can be implemented: a) Training programs and seminar workshops on basic equipment operation and maintenance, multi-media production techniques and approaches and the production of low-cost courseware. b) courseware development in coordination with the other programs c) public relations material production promoting the Center's activities to sustain a level of public awareness on PHROC-based developments d) Library services as stipulated in previous page.	Prototype software are currently being produced for the training program MMD staff sitting with other programs' personnel in preparation for courseware development PHROC brochure printed. newsletter being developed PHROC-related print materials collected from various sources PHROC video briever produced in 1983
4. Technical Consultation to Counterpart Personnel	The MMD was able to define areas where improvement and/or reorientation are deemed imperative. They include: a) additional operation and maintenance capabilities of equipment coming in thru the Grant Aid for MMD-based technical personnel b) reorientation into educational media approaches	With the identified areas of deficiency, the following steps are proposed as possible solutions: a) training in Japan of counterpart personnel on: i) operation and maintenance of video equipment and related peripherals ii) educational/instructional media production approaches b) Request for Japanese experts on video systems operations and installation by the year-end of 1984	

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国際協力事業団



ITEMS OF WORK	ACHIEVEMENT 1983	WORK PLAN 1984	REMARKS
A.1 Requirements & needs identification	Initial survey on possible computer usage; identified hardware/software configuration	Conduct of detailed information requirements study; conduct of basic, general and detailed systems design; identification of agency linkages	
A.2 Preparation of software		Research & identification on specific training direction; initial preparation of course materials and curriculum to be conducted	
2.1 study of training contents			
2.2 curriculum making	NA	Identification of trainers & preparation of training organization	
2.3 preparation of textbook, etc			
2.4 training management			
2.5 evaluation criteria			
B.			
1.1 Recruitment	Local organization has been defined	Search is on-going for qualified personnel; schedule is defined ^{expert} under budget	Hiring is dependent on budget
1.2 Counterpart training	NA	Type of foreign is identified and for implementation; would-be trainees are reviewing \rightarrow JEC Manuals	
1.3 Japanese Experts	NA	Identified both expertise and number requirements; need for experts is timed w/ activities	
1.4 Machines/Equipment	Needs and changes are discussed w/ contractor	Identify training needs to operate efficiently; future requirements being evaluated	
1.5 Budget	Identified and presented	Discussion/follow-up for release on-going	
1.6 Execution of R.D. & M.D	NA	Being followed	
1.7 Establishment of O.S.	Defined and presented for management approval	Recruitment is on-going	Budget constraint
1.8 Recruitment of trainees	NA	Screening on-going; trainees to be identified	
2.1 Machine/Equipment	Needs and changes are presented	Study on maintenance problems; identification of future systems needs	

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REPORTS OF STUDY AND DISCUSSION
ON
PROGRAM II

A. TECHNICAL COOPERATION

1. Requirements and Needs Identification (Data Collection, Analysis, Study, etc.)

Ocular Survey of the Program Site in Dagupan City, Pangasinan and visited the oyster market (May)

Ocular Survey in Cavite (August-October)

Gathered data and baseline information on oyster farming technology/techniques in Dagupan; Obtained data from BFAR (December 20-22)

Trip to SEAFDEC and established institutional linkages in the fields of oyster farming; observed facilities and performed library research (September 12-14)

Ocular Survey in Seaside Market, Roxas Blvd.; gathered data and information on oyster farming and marketing (February 24)

Ocular Survey in Cavite and interview with an oyster farmer (February 27)

Ocular Survey in Bulacan and interview with an oyster farmer (March 6 & 7)

Ocular Survey in Dagupan City and interview with oyster farmers (March 12 & 14)

Environmental Survey to be conducted tentatively beginning May upon receipt of equipment thru the Technical Cooperation

2. Preparation of Software

1. Study of Training Materials/Contents

2. Curriculum Making

None

None yet because research activities are being done for 1983 & 1984

Fabrizio Tabucos

X. Nogami

ITEMS OF WORK	ACHIEVEMENT 1983	WORK PLAN 1984	REMARKS
For Local Training:	None	None	
1. Training Course for Extension Workers & Appraisers			
2. In-situ Training Course for Seafarmers			
3. Training Course for Researchers			
4. Training Course for Entrepreneurs			
3. Preparation of Textbooks, Teaching Materials	None		Research/Canvass Reference books and make listings for purchase (1st Quarter)
4. Training Management	None		Formulation of training management guideline and tentative manuals for both local and foreign trainings for the transfer of technology (June)
5. Evaluation Criteria Setting	None		Formulation of criteria for evaluation (July) of research finding or training goals
3. Technical Consultation to the Counterpart Personnel	Lectures on oyster farming/cultivation in Japan which was a crash training program held bet-		

Pakunni Pankuchis

ITEMS OF WORK

ACHIEVEMENT 1983

WORK PLAN 1984

REMARKS

B. ENHANCEMENT OF PROJECT ACTIVITIES

1. Technical Cooperation

1. Recruitment of counterpart and administrative personnel

When the Research Staff of SEAFDEC, Japanese experts and Technical Staff of Program II (November 28 & 29)

Lecture on oyster farming in Japan conducted by Japanese experts (February 2 & 3)

A total of 5 personnel were hired (3 Technical Staff, 1 researcher and 1 utility man)

For the 1st quarter, an additional 4 personnel were hired to support the program (1 Technical Staff, 1 Project Engineer, 1 Executive Asst., & 1 Admin. Asst.)

Delay in the release of additional supplementary funds from Ministry of Human Settlements caused delay in hiring additional technical and administrative staff for the program

2. Counterpart Training, Planning, and Its Implementation

Formulation of training courses (pre-preparation and pre-outlining)

Finalization of training courses; preparation and submission of A2 and A3 forms (1st Quarter)

3. Japanese Experts Dispatch Planning and Its Implementation

Arrival of 2 Japanese Experts (long-term experts arrived in April)

Request for dispatch of short term Japanese experts

4. Machinery and Equipment Supply Planning and Its Implementation

Equipment for Environmental Survey and other equipment already requested

Awaiting for the delivery of 198; request of equipment for Environmental Survey vehicle, etc. Request for equipment for 1984

Takumi Takachi




ITEMS OF WORK

ACHIEVEMENT 1983

WORK PLAN 1984

REMARKS

- | | | | |
|--|---|---|--|
| <p>5. Budget Preparation and Securing</p> | <p>Preparation of budget for 1984 (in the amount of P 9.5 M)</p> | <p>Budget hearing and presentation on February 13 as Foreign-Assisted Project; release of an advice allocation for physical works</p> | <p>The release of the budget for physical works amounting to P761,000.00 has been negotiated</p> |
| <p>6. Execution of Philippine Side's Items Stipulated in the R & D and M & D</p> | <p>Acquisition of Program Site (24.3 has.) situated in Boinloc, Dagupan City, Pangasinan with the formal consent of the city of Dagupan transferring to Program II the administrative right to own the said area thru a City Council Resolution No. 1235-83 dated July 11, 1983</p> <p>Representation and coordination with the Ministry of Natural Resources which resulted in the granting of a temporary permit to occupy the said area pending the approval of the Bureau of Lands after study and submission to the Ministry of Natural Resources which will recommend to the Office of the President of the Philippines and proclaim the said area as a National Reservation for Program II</p> | <p>Sinking and installation of deepwell casing under negotiation/bidding</p> <p>Provision of power by Dagupan Electric Corporation pending upon the release of budget for 1984</p> <p>Request for the installation of telephone lines and services by the Philippine Long Distance Telephone Company (Dagupan City Branch)</p> <p>Construction of a permanent access road in the program site is already being programmed by the Ministry of Public Works and Highways (MPWH)</p> <p>Recruitment of administrative staff for the implementation of the program in its initial stage</p> | <p>Cash deposit made on March 20, 1984 with Dagupan Elec. Co.</p> |

J. Fabun P. P. P.
J. Fabun P. P. P.
AD

ITEMS OF WORK

ACHIEVEMENT 1983

WORK PLAN 1984

REMARKS

engine, etc.)

For EQUIPMENT, the following were confirmed:

- a. the number of baskets was reduced to 50 units for each mesh size of 5 mm, 10 mm, and 15 mm to accommodate the provision of 1 portable radio, 1 rain gauge, and 1 weather box kit

2. Advice and Suggestion for Building Construction and Implementation

Re-study of sea water intake system

A. Accomplishment:

- a. Building Work
14.50 % (temporary work, earth work, concrete work) accomplished
- 1. Plumbing Work, 0.13 % accomplished

- a. Sea water intake vol. changed to 47.2 tons/day from 31.2 tons/day (Feb. 27, 1984)
- b. Machine house sea water tank inner ht. dimension changed from 1,400 mm to 1,700 mm (Feb. 27 1984)

B. Requested revisions on septic Tank Design

C. Targets:

- a. Main Building Target
Date of Completion: July, 1984
- 1. Oyster Treatment Bldg.
Date of Completion: July 1984
- ii. Machine House Target
Date of Completion: June, 1984

ITEMS OF WORK

ACHIEVEMENT 1983

WORK PLAN 1984

REMARKS

Solicited the assistance of the Ministry of Public Works and Highways in the construction of access road to the Site

Provision of office space for Japanese experts

Recruitment of counterpart personnel (Philippine) to work with the Japanese experts at the initial stage of the program

Pre-operational meetings with other agencies regarding the implementation of the program via the provision of physical works

Creation of Program Steering Committee jointly participated in by the Ministry of Natural Resources, Philippine Council for Agriculture Resource and Research and National Environmental Protection Council

None

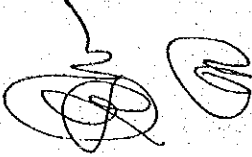
None

3 Consultation meetings with Nikken Sekkei to finalize bid specification and final equipment list

Confirmation meeting with Nikken Sekkei and Kumagai-Gumi Ltd. (Feb 29)

For the GENERAL EQUIPMENT, all the changes in the specifications will be acceptable only upon confirmation with local manufacturers' consumable supply (ex. of general equipment are the xerox machine, boat

Takumai Takumai

ITEMS OF WORK	ACHIEVEMENT 1983	WORK PLAN 1984	REMARKS
3. Training Implementation	Local staff development training conducted	<ul style="list-style-type: none"> d. Deepwell Pumphouse Target Date of Completion: June, 1984 e. Water Intake Pumphouse Target Date of Completion: July, 1984 f. External Work : July, 1984 g. Turn-over of equipment: August or September, 1984 Foreign Training Areas Schedule: <ul style="list-style-type: none"> 1. Environmental Survey 2. Oyster Cultivation 3. Depuration and Processing 	 <i>J. J. J. J. J.</i>

BUDGET SUMMARY (PROGRAM II)

A. For 1983:

Advances made by the Ministry of Human Settlements' Agencies (MHS)

01 - Salaries (5 Personnel)	₱ 71,000.00
- Travelling Expenses	7,200.00
- Reproduction	5,200.00
02 - Representation	6,000.00
- Gasoline	6,000.00
- Repairs & Maintenance	1,500.00
03 - Equipment Outlay	45,000.00
	<hr/>
TOTAL	<u>₱141,900.00</u>

Foreign-Assisted Project Funds (FAPF) released by the Ministry of Budget (MOB) to PHRDC for Program II:

Land Development	₱150,000.00
Power	420,000.00
Water	191,000.00
	<hr/>
TOTAL	<u>₱761,000.00</u>

In summary:

	<u>REQUEST FOR 1983</u>	<u>MOB RELEASE FOR 1983</u>	<u>ADVANCES BY MHS</u>
Land Dev. & Utilities	₱ 800,000.00	₱ 761,000.00	
Program Budget	2,370,000.00		₱ 141,900.00

B. COMMITMENTS FOR 1984 BY MHS : ₱ 1 M
 MOB REQUEST FOR 1984 UNDER FAPF : ₱ 9.5 M

Macalangan
Takim's Takenchis
 22 March 1984

REPORTS OF STUDY AND DISCUSSION

ON

PROGRAM III

R

R

CMDC PROGRESS REPORT FOR 1983 AND 1984

Introduction:

The Construction Manpower Development Center (CMDC) is a pilot center for SHELTER and CONSTRUCTION MANPOWER DEVELOPMENT Project (Program III) with the PHRDC and the ASEAN Human Resources Development Project. The primary mission of the training center is to accelerate the construction workers' livelihood and productivity through training of thirty (30) teacher-trainer's and a pool of about 1,400 craft trainors for extension training in seven (7) construction skills in a period of five years. As envisioned, this number of trained trainors will fulfill the need of the industry in developing a pool of capable, dependable workers for local and overseas markets.

The lead agency implementing the program thrust of the CMDC is the Construction Manpower Development Foundation (CMDF), manpower development arm of the Construction Industry Authority of the Philippines, an agency attached to the Ministry of Trade and Industry. The CMDF, project administrator of the CMDC, facilitates the identification and development of program components. It also helps provide temporary funding and manpower support in carrying out the action plan for technical cooperation. To effectively ensure the smooth implementation of the Grant-Aid project, an administrative machinery has been set up to attend to the numerous tasks of packaging the basic inputs for financing, software/hardware, manpower and other related requirements before the CMDC's operation in January 1985. Attached is the 1984 CMDC Work Plan. (Annex I)

A. Technical Cooperation

1. Software Preparation

1.1 Curriculum Development

The CMDF is performing the lead role in designing the curriculum for seven (7) construction skills, namely: Construction Machinery Operation (CMO), Construction Machinery Maintenance (CMM), Welding, Industrial Electricity, Pipefitting/Plumbing, Steelworking and Masonry.

Involved in the preparation of the curriculum draft is a task force composed of CMDF staff, Program III Experts and 25 accredited teacher-trainers trained at the Colombo Plan Staff College in Singapore under the joint auspices of the CMDF and the Australian Development Assistance Bureau. These teacher-trainers who specialized in teaching methodology are collaborating and observing a time sharing scheme with CMDF in the development of the different curricula.

The curricula for four (4) of the seven construction skills are already assembled and awaiting review by a panel of curriculum experts in CMO, CMM, Pipefitting/Plumbing and Masonry. The first draft of the curriculum for Welding, Industrial Electricity and Steelwork are still under consideration by the task force.

The final version of the curriculum for 7 crafts jointly reviewed by the Philippine Constructors Association, Japanese experts and selected representatives of independent training institutions shall be ready by 30 June.

1.2 Teaching Materials

The preparation of audio-visual aids is performed individually by the teacher-trainers during the six month period of scholarship in Japan. Each teacher-trainer, before his departure to Japan, has prepared an itemized list of teaching materials (Annex II) based on their draft curriculum. In the production of teaching aids, a teacher-trainer should be provided with supplementary allowance for documentation in addition to the daily allowance provided to scholars while on training at the host firms arranged by the JICA.

To ensure that the scholars acquire the basic aids in the teaching-learning processes, a CMDF staff member and JICA experts familiar with the outlets for essential tech-

nical materials in Japan maintains regular contact with the scholars.

Scholar's productivity, acquired technology, training progress/status as well as difficulties encountered in their activities are reported regularly to the CMDF Executive Director. A technical staff is assigned to monitor scholar's performance and activities. This procedure ensures the delivery of vital and relevant information leading to the development of appropriate instructional materials.

1.3 Textbooks Writing

Textbooks, a major component in the teaching-learning process, is in the CMDF list of priority materials for long range development. The delay in the execution of this project is mainly due to manpower and financial constraints. However, the development of textbooks can perhaps take-off the ground as soon as we have hired technical personnel gifted with talent in textbook writing. We anticipate hiring of the staff for the curriculum and training divisions upon approval of the CMDC special budget for 1984.

2. Project Strategy Supporting Training Targets

2.1 To realign and update the statistics gathered by CMDF on the construction industry six months ago, a sample survey is in progress to determine more specifically: 1) the quality/quantity of manpower demand and supply for domestic/overseas requirements; 2) the adoption of manpower development courses by taking into account unique problems and economic situation of the clients; 3) the scheduling of basic/upgrading training which will match the skills requirements of the construction labor force; 4) the nature, duration, skills/training standards appropriate to a particular craft.

Study is likewise being conducted to determine sources

of trainee-candidates for the 7 crafts initially considered for administration at the CMDC in early January 1985.

3. Recruitment/Selection/Evaluation Criteria Setting

3.1 A CMDF planning group together with the Program III experts have already developed the forms/instruments which will guide the CMDC with regard to entry qualification of teacher-trainers and teacher trainees.

The CMDF also assembled a manual containing auxiliary materials on recruitment/selection, pre/post training activities, monitoring and supervision of the training program. These instruments measure comprehensively and objectively the various components of training.

4. Project/Activities of JICA Experts and Counterparts

4.1 Technical Training

During the year 1983, CMDF has availed of two (2) of the eight (8) scholarship slots available to CMDC. Two of the recipients of skills training from May to November of 1983 were Messrs. A. Tadianan and J. Agabe, trainees in Construction Heavy Equipment Maintenance. Six other trainees selected to train in Japan under the 1983 technical cooperation scheme left 27 January 1984. The participants and their areas of training are:

Mr. Gonzalo T. Delfinado	- Erection
Mr. Francisco Algarate	- Rebar Work
Mr. Florencio Sison	- Electricity
Mr. Reynaldo Reyes	- Electricity
Mr. Danilo Navarro	- Welding
Mr. Godofredo Santos	- Welding

For the Calendar Year 1984, candidates for the seven (7) scholarship slots in Construction Machinery Operation-2,

Masonry-2, Pipefitting/Plumbing-2 and Steelworking-1 are being screened by the scholarship committee and their papers will be ready for endorsement to JICA around March or April in 1984. Departure of these candidates are expected any-time in June and July 1984.

5. Dispatch of Japanese Experts

Dispatch of Program III experts is implemented in accordance with the agreement reflected in the Records of Discussion.

JICA experts already observing regular work schedule at the CMDF are Mr. Keiichi Tanaka, Program III Leader and Mr. Yokito Katori, Construction Machinery Operation/Maintenance Expert. These experts arrived in the Philippines in June 1983.

Mr. Gouji Tomomori, expert in Masonry and Steelworking, reported at the CMDF in February of 1984.

The AI Forms of long term experts in Welding, Electricity and Pipefitting/Plumbing were already processed by CMDF and submitted to the PHRDC for transmittal to the JICA headquarters.

In addition to the long term expert already identified for 1984, CMDF is reiterating its desire to have one expert in curriculum development from July-December 1984. This curriculum writer, preferably with orientation and exposure in industry and educational technology, shall assist our task force on curriculum writing. The expert we have in mind is one who possesses this career background and work experience (Annex II). Providing an expert in this cooperative endeavor can considerably help put together Filipino and Japanese know-how in construction technology.

5.1 Participation in Activity Planning

Mr. Keiichi Tanaka, Program Leader, sits in the Operations Committee Meeting (OPCOM) PHRDC holds once a month.

In facilitating smooth coordination/and implementation of program plans, Mr. Tanaka participates, as the need arises, in the deliberation of technical matters during meetings presided by the Chairman of CMDF.

The JICA experts coordinate with their CMDF counterparts on curriculum development, teaching materials, equipment acquisition and other related technical matters. To maximize the presence of the experts, the Executive Officer of CMDF holds a regular dialogue every Monday of the week. The meeting is used as a forum to discuss relevant issues on technical cooperation component as well as the Grant-Aid portion of the project.

6. Budget/Financial Plan

- 6.1 The Ministry of Budget (MOB) has already authorized an initial outlay of P3M for land/site development, power distribution line, deepwell, and telephone connection. Of the P3M, the MOB released the amount of P972,866.00 from the Foreign Assisted Project Support Fund to pay contractual obligation of CMDF to the site developer.
- 6.2 For the operation and maintenance of the CMDC in January 1985, a budget proposal in the amount of P3.6M has been endorsed to the MOB. This budget carries an appropriation of P1,624,000. for Personal Services; P921,000. for Maintenance and other Operating Expenses; P420,000. for Equipment Outlay; and P420,000. for direct project training cost. Approval and authorization for the expenditure P3.6M is expected in May of this year.

B. Grant Aid

1. Philippine Government Counterpart to Japan-Asean HRD

1.1 CMDC Site and Land Development Works

The Construction Manpower Development Foundation acquired a 10 hectare site in Salitran, Dasmariñas, Cavite. The land

is leased by PHRDC for the exclusive use of CMDC. Leasehold is for a period of twenty (20) years with option to renew.

Land development work is almost complete. Civil work within the premises has been initiated.

1.2 Deepwell

E. M. Aragon Enterprises, project contractor, supplied labor and materials for the construction of the deepwell with a casing depth of 150 meters. Completion and turnover of the deepwell is 30 March.

1.3 Electricity

The provision for an initial 90 KV transmission line has suffered a little delay due to administrative problems beyond the control of CMDF. However, a temporary power supply for lighting purpose is provided by the Technological University of the Philippines (TUP).

In lieu of a temporary transmission line, CMDF is negotiating with private contractors the construction of a permanent power distribution line, including the installation of three (333 KVA) transformers. The scope of work submitted for bidding is the improvement of an existing single phase line owned by the TUP. The bidding in process calls for the contractor to furnish labor and materials.

We hope to identify the winning contractor by 25 March and immediately the contractor shall be requested to commence the work. The completion of the power line excluding transformers is expected at the end of May 1984.

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PROGRAM OF WORK FOR THE CONSTRUCTION MANPOWER DEVELOPMENT CENTER
(PRE-OPENING ACTIVITIES)
TO BE UNDERTAKEN BY CONSTRUCTION MANPOWER DEVELOPMENT FOUNDATION

NO.	PROJECT	EXPECTED OUTPUT	COMPLETION TARGET DATE	ESTIMATED COST
1.	Curriculum and Teaching Aids/ Devices Development	CURRICULUM OUTLINE Handbooks and Modules for Heavy Equipment Operation & Heavy Equipment Maintenance Welding Industrial Electricity Steelworking Pipefitting/Plumbing Masonry (CHB) Formulate and adopt appropriate criteria for entrance in craft areas as above	Curriculum draft - June 30 Curriculum final copy October 30, 1984	P 43,580.00
2.	Entry Qualification Standards	Formulate and adopt appropriate criteria for entrance in craft areas as above	December 1-29, 1984	P 3,500.00
3.	Recruitment/Selection/ Admission Standards	Forecast possible sources of trainees. Formulate recruitment/selection and admission standards. Determine eligibility of firms to qualify on subsidize training; adoption of admission requirements. Assemble testing instruments and training contract.	March 1 to June 30, 1984	P 90,000.00
4.	Program Cost per Craft Area	Detailed costing of training on seven (7) crafts	February 1-28, 1984	P 7,000.00 (refer to Sheet No. 5)
5.	Skills Testing/Certification	Develop Handbook on Skills standards Develop test instrument for seven crafts Testing/Certification Procedure Develop concept paper providing authority to CMDC as a National Testing Center for workers of the Construction Industry Create the National Committee composed of local Experts in a particular field.	January to November, 1984	P 332,000.00

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NO.	PROJECT	EXPECTED OUTPUT	COMPLETION TARGET DATE	ESTIMATED COST
6.	Hiring Instructor - Trainers (part time/full time)	Forecast of training frequency in each craft; forecast of expected output; develop tentative program/schedule of part time/full time instructors. Develop pay scale/rate of part time instructors and resource persons assisting/implementing training programs.	January 1 to December 31, 1984	\$ 420,600.00
7.	CMDC Prospectus and Leaflets	Identification of Contents Brief write-up/Pictorials reflecting mission of CMDC Description of curricular offerings Training Methodology Entry/Exit Operating policies Placement/employment opportunities	March to June 30, 1984	\$ 20,000.00
8.	Publicity/Program Dissemination	Develop feature articles for publication Arrange interview between a TV host/magazine weekly writer and the Executive Officer/Chairman of the CMDC Feature articles in the column of FCA President Print Inaugural Program	July to December 1984	\$ 9,500.00
9.	Organizational Set-Up	Handbook containing duties/responsibilities of CMDC staff/employees	August 2-30, 1984	\$ 15,500.00
10.	ECHO Seminar/training	Program seminar featuring scholar's latest acquired technology in methods of teaching and advance techniques in equipment operation/maintenance	September to October 1984	\$ 50,000.00

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NO.	PROJECT	EXPECTED OUTPUT	COMPLETION TARGET DATE	ESTIMATED COST
11.	Listing/inventory of Equipment	Supply Room Shelves Memo Receipts for acknowledgement by instructors Labelling of stocks Stock Cards Inventory of Equipment Storage facilities for consumables	October 1 to November 30, 1984	₱ 7,000.00
12.	Testing of Equipment/ Program Dryrun	Program of Demonstration Classes in selected crafts	January 1 -15, 1985	₱ 45,000.00
13.	Review and Inventory of Project Accomplishments	Master list of Projects coding/ indexing of work accomplished	January 16-30, 1985	₱ 1,500.00
14.	Survey on Training Needs of Construction Industries/ Vocational-Technical Insti- tutions	Design Survey Instruments/ Questionnaires Gather, collate, interpret data	March to August 1984	₱ 10,000.00
15.	Upgrading Programs	Design Upgrading Programs for Instructor-Trainers of Construction	May to August 1984	₱ 7,000.00
16.	Pilot Instructor-Trainer's Training Programs (IITP)	Implement/evaluate/revise the following: a. Curriculum for Instructor-Trainer's Training Program b. Teaching Aids and devices c. Certification/testing standards	October to December 31, 1984	₱ 520,000.00

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PHILIPPINE COUNTERPART TO THE GRANT AID COMPONENTS

NO.	PROJECT	EXPECTED OUTPUT	COMPLETION TARGET DATE	ESTIMATED COST
1.	Water Well Drilling	Contract/Agreement with offices concerned	March 31, 1984	P 200,000.00
2.	Electricity			
	a. Power Lines and Temporary Transformers	-do-	May 31, 1984	300,000.00
	b. Transformers (Permanent)		Indefinite	400,000.00
3.	Sewerage/Drainage, and Pavement Works	-do-	March 1, 1985	400,000.00
4.	Landscaping	-do-	May 1, 1985	400,000.00
5.	Fencing	-do-	June 1985	650,000.00
				<u>P2,350,000.00</u>

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Summary List of Materials for Audio Visual Aids in Rebar, Welding and Electricity Needed by Scholars Who are Now in Japan

	Qty.	Unit
I. Rebar		
a. Color Slides 135 x 36 mm	50	rolls
b. 16 mm Color Movie Film	2	rolls
c. OHP Transparencies	9	sheets
II. Welding		
a. Color Slides 135 x 36 mm	19	rolls
b. Blank Cassettes Tapes (60 min.)	18	pcs.
c. OHP Transparencies	2	bxs.
d. Color Film 135 x 36 mm	3	rolls
III. Industrial Electricity		
a. Color Slides 135 x 36 mm	28	rolls
b. OHP Transparencies	500	pcs.
c. Blank Cassettes Tapes (60 min.)	15	pcs.
d. Color Film 135 x 36 mm	2	rolls

Total Cost ¥ 360,770

NOTE: For details see attached sheets

Handwritten initials/signature

Recommended Qualifications/Background of the Expert
on Curriculum Designer

I. Educational Attainment:

- A. Basic - Engineer or Technical School graduate (Tertiary level) and a degree in Education or a certificate of training in Pedagogy.
- B. Advanced - A post graduate (masteral) degree.

II. Background:

- A. Practical professional experiences in construction projects - at least 5 years.
- B. Teaching experiences in formalized (institutional) courses - at least 5 years.
- C. Work in curriculum/course design inclusive of detailed subject syllabus, audio-visual teaching aids and/or instructional laboratory/shop equipment set-ups - at least 5 years, (but can be concurrent with A & B)

III. Other Competencies:

- A. Fluent in the use of English both in written and oral.
- B. Adaptability to prevalent local conditions pertaining to:
 - 1. The educational attainment (standards) of local professionals/technical personnel
 - 2. The cultural orientation of people involved in the program
- C. Ability to interact and collaborate with local consultants/experts attached to the project.

D. Outline of Duties and Responsibilities

I. Main Function

- A. To assist (in major scale) in the formulation of curricula for the teacher-trainers training program of CMDC.
- B. To extend major assistance in the design/fabrication of audio-visual materials for the different courses.
- C. To help design instructional set-ups in the laboratory/shops of the center.
- D. To help formulate craft skill standards in the seven (7) craft areas and design testing/certification standards/procedures.

II. Concrete Output

- A. The final approved curricula for the seven (7) craft areas.
- B. A teaching manual for each craft area inclusive of lesson plans, etc.
- C. A plan for validation/verification of the designed curricula/instructional materials.
- D. A program for practice teaching exercises for the teacher-trainers scholars returning from Japan.
- E. A recommendation for library materials (textbooks, manuals publication, etc.) acquisition for the center.

III. Technical Matters to be Presented

- A. Technical information as back-up for the curriculum content of the course design.
- B. Technical information on the operation/maintenance of the various major pieces of equipment.
- C. Effective instructional techniques to be employed in conducting the various phases of the course.
- D. Up to date construction techniques which can be adopted to local conditions.
- E. Methods of instilling/maintaining discipline in the teaching-learning activities.

REPORTS OF STUDY AND DISCUSSION

ON

PROGRAM IV

S. Takashi

PHRDC PROGRAM IV

I. Technical Cooperation

A. Requirements and Needs Identification

Requirements and needs identification studies have been done continuously by JICA Staff and NACIDA Staff starting in June 1983 in an informal manner. Such discussions took into consideration NACIDA's experience in assisting cottage industries in the past.

Such informal studies have been supported by two field trips. The first trip was implemented for the San Fernando, La Union and Pangasinan area wherein bamboocraft industries were observed. This trip was held in December 1983. The second trip was implemented for the Davao area where there are many woodworking industries. This trip was held in January 1984. A third trip has been scheduled for the Cebu area where there are many rattanraft factories.

The first two trips were beneficial in formulating ideas on how to adopt technologies to the needs of regional cottage industries. It is envisaged that needs identification will still be a continuous activity throughout the duration of the first trainors training program.

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B. Preparation of Software

1. Study of Training Contents

The formulation of the list of training contents was done jointly by JICA staff and NACIDA staff. The list of training contents prepared are those which will be covered by the trainers training program for 45 NACIDA counterparts which will be implemented from May to October 1984. The contents of the training programs for woodworking, bamboo craft and rattan craft are as follows:

I. WOODWORKING

1. Drafting and Drawing
2. Study of Characteristics of Wood Materials (Philippine Species)
- 3.
3. Kiln Drying and other means of Wood Seasoning
4. Measurement Systems and Methods of measurement
5. Hand Tool Operations
6. Electric and Pneumatic Tool Operations
7. Joint Systems for Furniture
8. Woodworking Machinery Operations
9. Adhesives and Bonding Technology
10. Millwrighting for Hand Tools, Power Tools and Woodworking Machinery
11. Surface Preparation (abrasives Technology) and Finishing Techniques
- 12.
12. Safety Engineering
13. Upholstery Techniques

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II. BAMBOOCRAFT

1. Materials Treatment for insect control and mold prevention
2. Resin-Extraction
3. Bamboo Carbonizing
4. Materials preparation for basketry using equipment and Hand Tools
5. Basic and Advanced Weaving Techniques
6. Design and Fabrication of Molds for Basketry Products
7. Bamboo Veneering Technology and Fabrication of Bamboo Veneer Based Products
8. Bamboo Culm Based Novelty Items
9. Bleaching and Dyeing Technology
10. Bamboo Furniture Construction
11. Laminated Bamboocraft
12. Finishing Techniques using local Finishing materials
13. Upholstery Techniques

III. RATTANCRAFT

1. Materials Treatment Technology
2. Materials preparation techniques for woven wickercraft
- W 3. Wicker weaving Techniques
4. Materials processing techniques for rattan furniture (using equipment)
5. Materials Framing and Bending Techniques for Rattan Furniture
6. Joint Systems for Rattan Furniture

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7. Assembly Techniques for Rattan Furniture
8. Bending and Decoration Techniques for Rattan Furniture
9. Finishing Techniques for Rattan Furniture and Wickercraft
10. Upholstery Techniques.

2. Curriculum Making

Based on the training contents the draft curriculum for Bamboocraft, Woodworking and Rattancraft are being Prepared. This curriculum indicates the number of hours which will be assigned to each subject and the schedule of implementation of training.

3. Preparation of Textbooks and Teaching Materials

A Textbook for the Bamboocraft Course has been prepared. Textbooks and Teaching Materials for the rattancraft and woodworking courses are now being prepared.

In the future such textbooks and teaching materials will be updated based on the results of training implementation.

4. Training Management

The training programs for woodworking will be managed jointly by Mr. Isao Furukawa, long term expert on Woodworking and Mr. Jorge E. Mundo, Chief counterpart for Woodworking and Chief of NACIDA-CITC Woodworking Section.

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The training programs for Bamboocraft will be managed jointly by Mr. Yuzo Yagisawa, long term expert on Bamboocraft and Mr. Onofre T. Vicencio, Chief counterpart for Bamboocraft and Chief of NACIDA-CITC's Bamboocraft Section.

The training programs on Rattan wickercraft will be managed jointly by Mr. Yagisawa and Mr. Alfonso S. Atienza, Chief of CITC's Rattancraft Section. Training programs on rattan furniture will be implemented with the assistance of experts from the private sector.

Overall management will be handled jointly by Mr. Sakazo Takeuchi, Program IV Leader and Mr. Ernesto S. Payoyo, Program Director for Program IV and Manager of NACIDA-CITC.

5. Evaluation and Criteria Setting

The Methodology for the evaluation of the performance of counterparts who will undergo the trainers training program is now being studied jointly by the JICA Team and the NACIDA Program staff.

II. Enhancement of Project Activities

A. Technical Training

1. Recruitment counterpart & Administration Personnel

Fifteen counterpart personnel each for wood-working, bamboocraft and rattancraft or a total of

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forty five (45) personnel will act as technical counterparts for the project. Additional personnel are now being recruited to complete the lineup of 45 personnel.

	PERSONNEL		
	TOTAL	EXISTING	TO BE HIRED
woodworking	15	7	8
Bamboocraft	15	13	2
Rattancraft	<u>15</u>	<u>6</u>	<u>9</u>
	45	26	19

The recruitment of nineteen technical counterpart personnel is expected to be finished by April 15. No New administrative personnel will be recruited since NACIDA-CITC already has an existing Administrative Service Unit.

22. Counterpart Training and Its Implementation

The forty five counterpart personnel will be trained from May to October 1984 by the JICA Team and two (2) short term experts. The rattancraft counterpart personnel will be trained also with the assistance of Filipino rattan furniture experts. The bambocraft, informal training of existing personnel has already been started in April 1983. For rattancraft, an internal human resource development program has been undertaken since January 1983 in preparation for trainers training starting May, 1984.

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3. Japanese Experts Dispatch Planning and Its Implementation

Long Term Experts

- | | |
|-------------------------|-------------------------|
| (1) Program Leader | April 1983 - March 1985 |
| (1) Woodworking Expert | Nov. 1983 - Oct. 1985 |
| (10) Bamboocraft Expert | May 1983 - March 1985 |

Short Term Expert

- | | |
|---|---------------------------------------|
| (1) Woodworking Machinery set up and Maintenance Expert | May 1984 to July 1984
(3 months) |
| (1) Rattan Furniture Expert | Sept. 1984 to Nov. 1984
(3 Months) |
| (1) Bamboocraft and Rattancraft Design Expert | 3 Months in 1985 |
| (2) Short Term Experts on Specialized Fields | 3 Months each in 1986 |
| (1) Short Term Expert on specialized field | 3 Months in 1987 |

4. Machinery and Equipment Supply Planning and Its Implementation

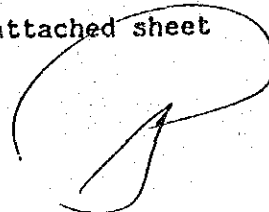
Total budget requests for 1983 to 1987 based on current prices is ¥19,200.00. Please see attached sheet for details.

5. Budget Preparation and Securing

A total of ₱1.743 M was released for PHRDC Program IV in 1983. A total of ₱2,911,914 M was requested for PHRDC Program IV in 1984. Please see attached sheet for details.

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6. Establishment of Program Implementation Organization Including External Organization (Other Public and Private Sector)

With the completion of recruitment procedures for the additional ^{nineteen (19)} counterpart personnel, the program implementation organizations would have been fully established.

Linkages with other organizations will be established after the start of the trainers training program in May 1984. One such organization is the Design Center Philippines (DCP) which may assist in the design of the design of wood, bamboo and rattan based products. Another such organization is the Chamber of Furniture Industries of the Philippines. (CFIP) which may assist in identifying technological areas where efforts in gaining expertise should be concentrated.

7. Recruitment of Trainees for the Training Courses

Recruitment of trainees for the technician training course (November 1984 to April 1985) will be handled by NACIDA. Trainees will come from the private sector and from the NACIDA regional offices and regional cottage industry technology centers.

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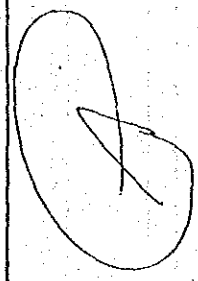
YEAR	Total Budget (Y)	I T E M S	
1983	2,600,000	Vehicle	1 unit Izuzu Pickup KBD
1984	5,700,000	1.	Furniture testing equipment (Manufacture for trial) a. 3 pen X-Y Recorder 1 unit Y 700,000 b. Dynamic strain meter 6 unit @Y200,000 Y1,200,000 c. Load cell 500 kg. 4 pcs. @Y150,000 Y 600,000 d. Pnuematic cyclinders Control valves other Y 500,000
		2.	Low temperature stocker capacity 0.3 ^{m3} 1 unit
		3.	Pnuematic Tools (Orbital Sander) & electrical tools (Hand Planer & Portable Sander)
		4.	Joint metal (for furniture), articles of consumption and stationary
1985	3,400,000	1.	Measurement Equipments a. Tacho meter 1 unit Y 450,000 b. Recording watt hour meter 3 unit @200,000 Y 600,000 c. Electric Circuit Tester 3 unit @ 50,000 Y 150,000
		2.	Var able angel cutter (Use bamboo) 1 unit

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Year	Total Budget (Y)	
		3. Electric Oven drier max. temp (°c) 120°c 0.3m ³ 1 unit 4. Tools & articles of consumption
		1. Equipment maintenance parts (electrical parts, Hydraulic parts & pneumatic parts) 2. Tools and articles of consumption 3. Vehicle maintenance parts
1986	3,500,000	2,000,000 750,000 750,000
		1. Equipment maintenance parts (electrical parts, Hydraulic parts and pneumatic parts) 2. Vehicle maintenance parts (1983 vehicles) 3. Tools and articles of consumption
1987	4,000,000	2,500,000 750,000 750,000
5 Yrs. TOTAL	(Y) 19,200,000	#1,120,000P

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COUNTERPART BUDGETS FOR PHRDC PROGRAM IV

1983 Special Budget (Released)

1. Personnel Services	P 459,000
2. Maintenance & Operating Expenses	449,600
3. Equipment Outlay	34,400
4. Construction Outlay	<u>800,000</u>

TOTAL - - - P1,743,000

1984 Special Budget (Requested)

1. Personnel Services	P 667,914
2. Maintenance & Operating Expenses	944,000
3. Equipment Outlay	130,000
4. Construction Outlay	<u>11,170,000</u>

TOTAL - - - P2,911,914

Raygo

S. Teuchi

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