

フィリピン共和国
国立航海技術訓練所研修センター
評価参考資料集

昭和62年2月

国際協力事業団
社会開発協力部

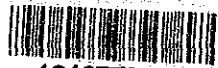
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フィリピン共和国
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評価参考資料集

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昭和62年2月

国際協力事業団
社会開発協力部

| | |
|-----------|---------|
| 國際協力事業団 | |
| 設立 年月日 | 87.4.28 |
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はじめに

フィリピン国立航海技術訓練所（NMP）は、1978年、船員の再教育を行うことを目的として設立されたものであるが、STCW条約等の規定に適合した訓練を満足に行えない状態にあることから、フィリピン国政府はNMPの拡充計画を策定し、1982年、わが国に対し無償資金協力及び技術協力を要請してきた。

これを受けて、累次にわたり調査団を派遣した結果、建物建設及び機材供与に係る無償資金協力を実施する運びとなり、1985年6月には、4カ年にわたる技術協力を実施する討議議事録（R/D）に署名がなされた。

1985年12月からは、専門家も現地に派遣され、訓練実施準備が鋭意進められてきたが、その後の政変の影響もあり、プロジェクト実施体制が弱体化してきており、訓練活動にも支障を来している状況にある。

かかる状況下、次年度には、プロジェクトの進捗状況について中間評価を実施する予定であり、これまでの活動実績及び問題点等を洗い出す必要があるところ、評価参考資料集として供するため、本書をとりまとめた次第である。

昭和62年2月

国際協力事業団

社会開発協力部

部長 山下 生比古

プロジェクト経緯一覧

| 年 | 調査団派遣 | プロジェクト運営関連事項 | プロジェクト活動 |
|-------------|---|--|---|
| | 調査団派遣に到るまでの経緯 | <ul style="list-style-type: none"> ○ 1978, 7, 9 デンマーク政府の援助(無償及びソフトローン)により訓練船を建造した。 ○ 1978, 5, 1 大統領令第1369号発令(船員再教育機関として国立航海技術訓練所の設立) | |
| 昭和58年(1983) | <ul style="list-style-type: none"> ○ 8月, 13日間にわたり事前調査団派遣(第1次調査団) ○ 10月, 19日間にわたり拡充計画基本調査団派遣(第2次調査団) | <ul style="list-style-type: none"> ○ わが国に対し国立航海技術訓練所の施設及び機材整備に係る無償資金協力, 並びに本分野における技術協力につき要請越す。 | |
| 昭和59年(1984) | <ul style="list-style-type: none"> ○ 1月, 6日間にわたりドラフトレポート説明チーム派遣(第3次調査団) | <ul style="list-style-type: none"> ○ STWC 条約発効確定(船員の知識, 技能, 能力に関し一定の基準を定めた条約) | |
| 昭和60年(1985) | <ul style="list-style-type: none"> ○ 6月, 10日間にわたり実施協議チーム派遣(第4次調査団) ○ 10月, 6日間にわたり計画打合せチーム派遣(第5次調査団) | <ul style="list-style-type: none"> ○ R/D締結(60, 6, 13~65, 6, 12) ○ E/N調印(60, 6, 21/24.27億) - 教育機器の供与(無償資金協力) ○ E/N調印(60, 6, 28/12.73億) - 施設建設(無償資金協力) ○ 長期専門家 5名派遣(60, 12, 10~62, 12, 9) | <ul style="list-style-type: none"> ○ 研修員受入(高級研修) 1, 21~2, 5 Capt Benjamin M. Tanedo(NMP学長) ○ 研修員(C/P)受入 10, 16~12, 7 航海2名, 機関2名, 計4名 |
| 昭和61年(1986) | <ul style="list-style-type: none"> ○ 9月, 9日間にわたり巡回指導チーム派遣(第6次調査団) | <ul style="list-style-type: none"> ○ 2, 26 フィリピン無血革命 ○ 我が国の協力により6, 19 タクロバンにNMPトレーニングセンター開所 ○ 長期専門家2名派遣(61, 3, 18~63, 3, 17) ○ 無償資金協力(建物建設, 機材供与) 61, 3, 13 フィリピン側に引渡し完了 ○ 6, 19 国立航海技術訓練センター開所式(角谷日本大使, オルドネス教育省副大臣 他関係者約300名参加) ○ C/P航, 機 教官 夫々2名 計4名着任(日本での研修終了者 60, 10~12) ○ 11, 20現在 C/P 4名増員 計14名(計画25) ○ 4, 1 NMP本部 タクロバン移転 | <ul style="list-style-type: none"> ○ 4, 30 初期運転指導終了 ○ 7, 28 upgrading 課程 タンカーセーフター課程を開講(受講者 航海科5名, 機関科11名) ○ 研修員(C/P)受入 10, 5~12, 22 航海3名 機関1名, メンテナンス1名, 計5名 ○ 11, 10 特別慣熟課程開講(受講者 応急コース26名, タンカー5名) |
| 昭和62年(1987) | | | <ul style="list-style-type: none"> ○ 1, 12 航海科開講(訓練生6名) 機関科開講(訓練生4名) |

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1. プロジェクト発足の背景と経緯

1-1 フィリピン政府の協力要請とその背景

(1) フィリピンの船員労働力は、外貨獲得の重要な担い手となっている。当国における船員の登録者数は1975年に54,179人であったものが1983年4月現在166,220人（うち約6.4万人が外国の商船等に雇用されており、内、約2.3万人が日本船籍の船に雇用されている）と約3倍増加し、それに伴ない外航船員による外貨収入も0.31億ドルから、2.2億ドルへと増大している。

しかし、近年の海運分野での国際条約の制約、特にCONVENTION ON STANDARDS OF TRAINING CERTIFICATION AND WATCHKEEPING FOR SEAFARERS（STCW条約）等の国際条約が採択され、各国において批准されてきている。

これらの各種国際条約の発行により、各国の海運界では「船舶の安全運航、安全規準に対する知識及び技能の取得」に対応する必要性が高まり、その条件に適合しない船員は、近々、外航船に乗船できなくなる状況にある。

こうした各国海運界の状況の中で、6.4万人の船員労働力を外国船に供給しているフィリピン国においては、船員に対する船舶運航技術のレベルアップが必須となってきている。

(2) かかる状況にかんがみ、比政府は、1978年5月1日大統領令第1369号をもって、船員再教育機関として国立航海技術訓練所（NMP）を設立したが、これら国際条約の規定を満たした資格を持つ船員を育成する必要性に対応するため、NMPの拡充計画を策定し、昭和58年に、わが国に対し、施設及び機材整備に係る無償資金協力、並びに本分野における技術協力を要請越した。

1-2 比国船員養成（航海技術）協力に関する調査団派遣

1-2-1 事前調査（第1次調査団）

上記比国政府の要請に基づき、昭和58年8月比国における国立航海技術訓練所に対するプロジェクト方式技術協力の可能性の調査のための事前調査団（加藤昭三団長）を派遣した。

本件調査団はNEDA、労働雇用省、国立航海技術訓練所（NMP）と協議を行うとともにNMPタクロバン校舎等の現地視察を行ない、本プロジェクトの基本構想につき、オカNMP副学長と詳細な協議を経て、TENTATIVE UNDERSTANDINGにとりまとめ、「比」側NMP理事長（オプレ雇用相）との間で昭和58年8月30日署名を行った。

※ TENTATIVE UNDERSTANDINGについては附属資料Iに示すとおりである。

A) 本件調査団の構成、調査日程及び面談者

| | | | |
|----|------|--------|-----------------|
| 1. | 加藤昭三 | (総括) | 運輸省航海訓練所航海科長 |
| 2. | 中村 峻 | (訓練計画) | 運輸省海技大学校教務課長 |
| 3. | 沖 忠 | (施設計画) | 運輸省船員局教育課専門官 |
| 4. | 岸本佳治 | (訓練機械) | 海事国際協力センター主任研究員 |
| 5. | 後藤 洋 | (協力企画) | JICA 海外センター課長 |
| 6. | 杉山 長 | (技術協力) | 外務省経済協力局技術協力第二課 |

〔日 程〕

| | |
|-------|---|
| 8月18日 | 東京－MANILA (PR431) 移動 (マニラ) |
| 19日 | 在比日本大使館、JICA 事務所、NEDA、労働省、NMP、表敬及び第1回協議打合せ |
| 20日 | } 資料収集及び国内打合せ |
| 21日 | |
| 22日 | MANILA－TACLOBAN (PR191) 移動 (マニラ) (タクロバン) |
| 23日 | タクロバン校舎施設等現地調査 |
| 24日 | タクロバン－マニラ (PR192) 移動 |
| 25日 | 労働省及び NMP 関係者と第2回協議 |
| 26日 | ” ” と第3回 ” 及び TENTATIVE UNDERSTANDING |
| 27日 | } 国内打合せ |
| 28日 | |
| 29日 | TENTATIVE UNDERSTANDING 作成・署名及び NMP マニラ校舎現地調査 |
| 30日 | 日本国大使館及び JIAA 事務所へ報告 |
| 31日 | マニラ－東京 (NW002) 移動 |

※加藤団長及び後藤団員は30日帰国 (PR100)

<面談者>

o NMP

① MR Blas F. Ople－Chairman, NMP Board of Trustees; Minister of Labor and Employment

② Capt. Benjamin M. Tanedo－President, NMP

③ MR. Abelardo V. Oca－Vice-President for Planning, Research & Project

Development, NMP

その他NMP関係者

- NEDA 及び労働省関係者
- 在フィリピン日本国大使館及び JICA マニラ事務所関係者

B) 本件調査団の調査概要及び所見

(a) 調査内容・項目

(1) 先方全体計画の中におけるプロジェクトの位置付け

当該プロジェクトに係る主要経済指標、関連統計の把握、プロジェクト分野の現状、プロジェクトの優先度、緊急性の確認

(2) 訓練所全体構想の把握

- ① フィリピン側の投入計画－運営体制、予算、人員の確保等
- ② 活動計画－目的・目標の設定、対象者、協力範囲・内容等
- ③ その他訓練所、施設整備に係る調査等
- ④ 上記1～3を踏まえて本プロジェクトの可能性、妥当性についての調査

※ 特記事項

本件については無償資金協力基本設計予備調査と協力しつつ無償・技協間の整合性を極力図ることとして、プロジェクトのイメージを把握する。

(b) 本件調査団の調査概要

(1) 船員教育の現状：

- ① 比国における船員教育機関は、職員（上級船員）及び部員（下級船員）を養成対象として全国に49校あり、年間約6,000人の新人船員を送り出している。これらのうち、職員となるためにはPROFESSIONAL REGULATION COMMISSION（国家試験及び免許発行機関）の行なう国家試験に合格しなければならない。

また、船員としての登録はPHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION が行っている。

- ② 船員の再教育については、NMPが唯一の国立専門機関として位置付けられている。

(2) NMPの現状

① 活動

職員再教育（航海・機関）、特別技能教育ならびに部員再教育の計画があり、このうち現在は特別技能教育としてレーダー観測者（マニラにあるマグサイサイ海運のシミュレーターを借用）、消火講習等7コースを実施している。この講習への参加費は全て個人負担となっており、例えば、2週間のコースでは1人920ペソ（受講料、登録料）が必要となる。

現在のスタッフは所長以下69名(うち教官37名)である。

② 予算

政府予算及び自己収入の2本立てとなっており、自己収入としては授業料及び登録料、更に今後は訓練貨物船の運賃収入が見込まれる。因みに1982年度の実績は政府予算4.3百万ペソ、自己収入13.6万ペソであった。また、本年度は政府予算12.7百万ペソ、自己収入12万ペソ、また、明年度についてはそれぞれ1.8百万ペソ、自己収入21.6万ペソ。

③ 施設

NMPの本部(現在はマニラ)及び校舎はタクロバン市郊外のカバラワンにあり(16ヘクタール)、計画としては管理棟(1)、航海訓練棟(1)、機関訓練棟(1)、特別技能訓練棟(1)、教室(7)、学生寮(4)、職員宿舎(5)、食堂(1)、クラブハウス(1)等があり、現在教室4棟(うち1棟は管理棟、2棟は学生寮として使用中)、職員宿舎2棟(各160M²)及び食堂1棟がある。また、今年度中に教室3棟と職員宿舎3棟と寮1棟を建設する計画で、予算は既に確保済みの由。

(c) わが国に対する要請内容

今後建物完成とともに暫時開講する予定の職員再教育(航海・機関)、特別技能教育、及び機材のメンテナンスに必要な技術協力、ならびに機材と施設の供与を要請してきた。なお、先方要請済みの操船シミュレーターについては、時期尚早として要請をとり下げ、かわりに管理棟の建設につき強く要請越した。

(d) デンマークの協力との関係

訓練船内での訓練及び運航の指導のためデンマークより3名の専門家が派遣されており、わが方の技術協力とは現状では直接関連性はないが、比側の試案としては、NMPでの座学終了者を訓練船に送ることも検討している。

(e) 調査団所見

本プロジェクトは比側の志向している雇用の促進効果に対しては長期的な視点からは若干疑問もあるが、再教育による船員の運航技術の向上とSTCW条約の基準を満たすことにより、船舶の安全航行と海難、海洋汚染等の防止に貢献するところが大きいと認められるので、協力の価値は十分あるものと思われる。

更に、比側の熱意と期待も大きいところ、まず、基本設計調査を早期に行ない、教育施設の拡充を早急にとり進めることが望まれる。

1-2-2 拡充計画基本設計調査(第2次調査団)

事前調査の結果に基き、当航海技術訓練所に必要な調査を行うため、昭和58年10月12日より21日間加藤昭三団長を現地に派遣し、基本設計にかかる協議を比国関係者との間で行い、10月24日加藤団長と、NMPのPresidentであるCapt. Benjamin M. Tanedoとの間で、確

認事項についてTENTATIVE UNDERSTANDINGが交換された。

本拡充計画は、各種の国際条約を踏まえた教育計画実施に必要な訓練用教育施設等の建設及び同機材の供与である。

※調査内容の詳細については基本設計調査報告書を参照。

1-2-3 ドラフトレポート説明(第3次調査団)

比国側に基本設計の内容を確認させるため加藤昭三氏を団長とする説明チームを昭和59年1月19日より1月25日まで現地に派遣した。

1-2-4 実施協議(第4次調査団)

上記経緯を踏まえ、本プロジェクトに係る日本側及び比国側の投入計画、先方の実施体制等を確認するとともに、本プロジェクトの基本構想案及び暫定実施計画案について協議、すり合せを行い、討議議事録(R/D)に署名を行う目的で、運輸省航海訓練所次長和田俊夫氏を団長とする実施協議調査団を昭和60年6月3日より6月13日まで現地に派遣した。

1-2-5 計画打合せ(第5次調査団)

上記R/Dに基づき、専門家チームを昭和60年12月に派遣する予定で準備を進めていたが、専門家が現地着任後、速やかに円滑な協力活動を開始するためには、カリキュラム及び教材の作成について、先方関係者と具体的な調整を行う必要があるため、プロジェクトリーダー予定者である運輸省航海訓練所教授佐野修氏を団長とする計画打合せチームを昭和60年10月14日より10月20日まで現地へ派遣し、フィリピン側関係者と協議を行った。

1-2-6 巡回指導(第6次調査団)

昭和60年10月には、円滑な協力活動を開始するため計画打合せ調査団を派遣し、カリキュラム及び教材の作成等について、フィリピン国政府関係者と協議を行った。その後、フィリピン国に政変があった事、世界的に海運不況が進んだ事など、本プロジェクトの実施に支障を来たしかねない情勢となったため、今般、現状を調査するとともに今後の進め方について関係諸機関と協議すべく、(財)海事国際協力センター海務部長岸本佳治氏を団長とする巡回指導チームを昭和61年9月3日より9月12日まで現地へ派遣した。

2. 日本側の協力実績

2-1 調査団および専門家派遣

(1) 調査団派遣

昭和58年8月の事前調査団に始まり、昭和61年9月の巡回指導調査団派遣まで派遣回数は6回を数え総団員数は28名に達する。派遣実績を表-1に示す。

(表-1) 派遣調査団一覧表

| 派遣期間 | 派遣日数 | 団長名 | 団員数 (団長含む) | 調査団種類・業務内容 |
|--------------------|------|------|---------------|------------|
| 昭和58年 8/13~8/31 | 13 | 加藤昭三 | 6 | 事前調査 |
| " 10/12~11/1 | 20 | " | 7 | 拡充計画基本設計 |
| 昭和59年 1/19~1/25 | 6 | " | 4 | ドラフトレポート説明 |
| 昭和60年 6/3~6/13 | 10 | 和田俊夫 | 5 | 実施協議 |
| " 10/14~10/20 | 6 | 佐野修 | 2 | 計画打合せ |
| 昭和61年 9/3~9/12 | 9 | 岸本佳治 | 4 | 巡回指導 |

(2) 専門家の派遣

3年間に派遣された専門家は長期専門家7名である表-2に派遣実績を示す。

(表-2) 長期専門家派遣一覧表

| 専門家氏名 | 専門分野 | 派遣期間 | 1985 | 1986 | 1987 | 1988 |
|---------------------|---------|--------------------|------|--------------|--------------|--------------|
| サノオサム 佐野修 | チームリーダー | 85, 12/10-87, 12/9 | | ┌──────────┐ | ┌──────────┐ | |
| ワカサギシノイチロウ 若杉伸一郎 | 機関 | " | | ┌──────────┐ | ┌──────────┐ | |
| ユカワクンベイ 湯川君平 | 航海 | " | | ┌──────────┐ | ┌──────────┐ | |
| タカセヤスシ 高瀬靖 | タンカー | " | | ┌──────────┐ | ┌──────────┐ | |
| ナカシマオサム 中島修 | 業務調整 | " | | ┌──────────┐ | ┌──────────┐ | |
| キヨフジマサヒ 清藤希典 | 機関 | 86, 3/18-88, 3/17 | | | ┌──────────┐ | ┌──────────┐ |
| ナカガハショウウ 中川正三 | 航海 | " | | | ┌──────────┐ | ┌──────────┐ |

2-2 研修員受入れ

3年に亘る協力期間中、計10名の研修員が受入れられた。

研修実績は表-3に示す通りである。

(表-3) カウンターパート受入実績(視察及び研修)

| 氏名 | 研修期間 | 研修時官職 | 現官職 | 研修内容 | 所属機関 |
|-----------------------------|--------------------------|---------------------|-----|------|------|
| 1. Capt. BENJAMIN M. TANEDO | 1985(S60) 1/21~2/5 | NMP学長 | 左同 | 高級 | NMP |
| 2. MR. ALEX J, QUILANTANG | 1985(S60) 10/16~12/17 | Associate Professor | " | 航海技術 | 同上 |
| 3. MR. NOEL T, JAPOS | " | " | " | 機関技術 | " |
| 4. MR. ROMMEL T, GACUTAN | " | " | " | 航海 | " |
| 5. MR. JORGE S, FAGUAR | " | " | " | 機関 | " |
| 6. MR. JOSELITO B, ERUN | 1986(S61) 10/5~12/22 | " | " | 航海 | " |
| 7. MR. ELMER E PANGUE | " | " | " | 機関 | " |
| 8. MR. GENIS S, MURALLOS | " | " | " | 航海 | " |
| 9. MR. MANUEL M, DE LEON | " | " | " | 航海 | " |
| 10. MR. WILSONP TRAVINA | " | Professor | " | 機関 | " |

2-3 機材供与

1985年第1回購送を初め供与機材年次実績は表-4に示す。

(表-4) 主要供与機材年次実績別一覧表

| 年度 | 主要機材 | 購入費 | 購送保険業 | 総額 |
|------|---|-------------|-----------|-------------|
| 1985 | ①マイクロバス(トヨタコースター) 1台 ②ビデオセット(カメラ含む) 2セット | ¥4,870,100- | ¥840,305- | ¥5,710,405- |
| 1986 | ①一般工具, 塗料, 油製品 ②電気溶接機 1set ③グラインダー 1セット 等 | ¥7,900,000- | 手続中 | - |

3. NMPの現状およびNMPをとりまく環境

3-1 NMPトレーニングセンターの現状

NMPトレーニングセンターは、海運興隆の途上にある船員供給国たる比国にとって、1978年「船員の訓練及び資格証明並びに当直の基準に関する国際条約」(STCW条約)の採択に伴い、従来にもまして人命及び船舶の安全に関する国際基準が高まる中、船員が雇用機会を海外に求め自国の外貨事情の改善に大きな寄与をしている比国の国策上、かかる高度の国際基準にマッチする船員訓練のための施設の整備が急務となり、レイテ島のタクロバン市に設置された。我が国の協力により、最新の船舶機器施設を備える船員再教育機関として、1986年6月19日開所の運びとなった。

そして同年7月28日より、NMPトレーニングセンターは、①航・機各40名を対象とする Upgrading Course (Junior Class, 15週間)、②タンカー運航を目的とする Special Course (30名、5週間)、という2つのコースを開設した。

なお、同センターには、佐野リーダーをはじめ計7名の教官指導専門家がJICAベースで派遣されている。

然るところ、折から、比国では政権交替に伴う混乱があり、一方では、長期化する海運不況という悪条件も伴って、誕生当初より同センターは苦難の道を一人歩きすることとなった。即ち、両コースの学生募集状況は不振に終り、①のコースのみ細々と開設しえたに過ぎない。

このような学生募集不振に顕著に表われたNMPの管理体制、財政、教育体制等にかかわる諸問題がJICA-NMPトレーニングプロジェクトの目的遂行を困難にするおそれありとして、その現状の調査と対策をNMPスタッフと協議すべく、JICAは当Missionの早急な派遣を決め、同センターの健全な運営確保に資することとしたものである。

3-2 NMPをとりまく環境

(1) 比国経済は、1960年～1970年代は5～7%という成長を記録してきたが、1983年以降マイナス成長に陥り、1983年1.3%、1984年5.3%及び1985年4～5%(何れもマイナス)を記録し、同時に、前政権末期より内外の会社による資本逃避もあって、失業者は'85年150万人にのぼった。また選挙時過剰供給されたペソの価値観が下がり、インフレも併発してきた。

新政権発足に伴い、ペソの信用は回復しつつあるが、比国は'85年末274億US\$(推定)にのぼる対外債務(本年末の要返済額は34億US\$にのぼるといわれる)をかかえ、世銀・IMFの管理下において引き続き厳しい緊縮財政のもとで新しい諸策を進めざるを得ない。幸い米国及び我が国からの経済協力も大きいものが予測されるなど、以前よりは明るい材料もあるので、何よりも1日も早く比国経済の立ち直りが期待される。

一方、NMPに対する財政負担は過大なものがあり、例えば'85年の実行額808万ペソに比し、'87年予算要求はその40倍の3億ペソ強にのぼり、どの程度の予算規模を確保できるかが注目されるところである。

ともかく、Sanchez労働雇用大臣をはじめ当局関係者は、NMPプロジェクトの重要性にかんがみ財政逼迫の中で最大の努力を払っており、当方としてはこの努力を見守るしかないが、結果に応じ、ペースを急がず、現状施設規模の中で、所定の学生を極力確保することを最低の条件として、柔軟に対応する心構えが肝要かと考えられる。

- (2) 比国の輸出については、世界経済不況を受けて、伝統的輸出産品である砂糖、ココナツ、木材及び銅精鉱の輸出も価格及び量の両面で落ち込み、今や総輸出に占める割合は15%程度にとどまり、代って半導体などエレクトロニクス製品及び繊維製品などの工業品が36%とこれに変わる役割を果たしているが、総じて低調な状況にある。因みに輸出額に対する債務元利返済額の割合を示すDebt Service Ratioは35%にのぼり、輸出を伸ばすには余りにも社会・産業基盤が弱く、外貨不足のジレンマにあるといえよう。

かくして輸入購買力も弱くなって、貿易の不振は著しい。

- (3) かかる経済・貿易の不振に伴って比国関係海上貿易は低調で、加えて、本年7月からの丸太の輸出禁止によって、比国産木材輸送に従事してきた比国南洋材輸送船隊(50有隻)も壊滅的打撃を受けた。また、香港及び我が国大手海運会社の倒産の影響、海運不況に基づく合理化及び船隊規模の縮小並びに運賃の低迷によって、比国海運自身、大きな試練を受けている。と同時に、Manningで他国船に乗船していた比国船員も撤退の止むなきに至っている。

- (4) 比国の船員保有状況については、潜在船員数20万7千人(Philippine Overseas Employment Administration発表)のうち、1986年7月現在、有効な船員登録カード(SRC:Seafarers Registration Card)を保有するものは半数の10万7,733人(このうち雇用機会に恵れるもの僅か数万人)にとどまっている。

残余の船員は、船員であることを止めたか、陸上の適当な職業に転職したか、又は自宅待機の形で耐えているといわれる。

- (5) 船員登録カード保有者10万7,733人の内訳をみると、①航海49,975人(職員10,683人、部員39,292人)、②機関44,046人(職員14,766人、部員29,280人)、③事務(司ちゅう)部員9,391人、及び④特殊部員4,321人(甲板3,248人、その他1,073人)となっている。
- (6) このように比国の船員の多くは部員構成であり、また職員についてもその保有資格にランクがあるであろうし、加えていずれも近代化船の経験に乏しい事情を考慮すると、NMP再教育を経て上級資格を取得するニーズは高い。そして何よりも、比国のこのように多数の船員が、仮にNMPの再教育(今後でてくる新人を含めて)を経ないのであれば、国際海運場の船員雇用マーケットから締め出されるか、又はより劣悪な雇用条件に甘じることとなる

う。

かかる事態は、海運立国たる比国にとって甘受できることではないであろう。むしろ海運の興隆によって、外貨事情の改善に向けて立ち上がっている国及びそれを支える船員個人がNMPを有効に活用し、その価値を高めることは間違いなく、また、環境からみてそうならざるを得ない状況にあると云える。

- (7) 政権交替後の比国は、国民は明るく積極的で、海運産業についても、より安全な島嶼間海上輸送網を整備し、経済事情の改善と相俟って外航海上貿易も漸次振興することは間違いがない。比国は、また、1986年「船舶登録要件に関する国連条約」の採択を契機として便宜置籍政策をも併用せんとしている。この条約によれば、船舶籍と置籍国との間で船員配乗を含む経済要件において、一定の支配・管理関係を保持することが要求される。(第9条)比国のような船員供給が可能な国には、より有利な規定といえよう。

< 付 属 資 料 >

MALACAÑANG
Manila

PRESIDENTIAL DECREE NO. 1369

CREATION OF A NATIONAL MARITIME POLYTECHNIC

WHEREAS, the expanding national maritime fleet of the Philippines in both domestic and foreign trades consisting of cargo liners, tankers, barges, tugboats, bulk carriers and modern passengers liners and the international merchant fleets being served by Filipino seamen requires an ever-increasing number of properly trained, skilled and qualified seamen to man these fleets;

WHEREAS, there is an urgent need to maximize the employment of Filipino seafarers and other related professions to help solve the unemployment problem in the country;

WHEREAS, the foreign currency earnings of the country generated from the remittances of Filipino seamen employed in foreign-going ships is a major contribution to the national economy and serves as a significant factor in the stabilization of our dollar reserves which may further be raised through the increased employment of Filipino professional seafarers;

WHEREAS, there is an immediate and dire need to update and upgrade the capability and qualifications of the present graduates of the maritime schools in order for them to keep abreast with the continuing changes, innovations and development in the maritime industry;

WHEREAS, the existing maritime institutions generating the supply of deck and engine licenced officers and ratings must be supplemented by way of job-oriented training programs to update and upgrade their skills and competence and increase their acceptability for employment in the national maritime fleet and world's shipping;

WHEREAS, the establishment of a national maritime upgrading institution essentially geared at providing better employment opportunities in the domestic and international shipping for Filipino seafarers through more work-oriented training programs must positively be considered;

WHEREAS, the establishment of a national maritime upgrading institution has been thoroughly studied, discussed and unanimously endorsed by the Technical Committee organized under LOI 538 comprising the memberships from the Department of Education and Culture, National Economic and Development Authority, Department of Finance, Professional Regulations Commission, Maritime Industry Authority, Philippine Coast Guard, Philippine Merchant Marine Academy, National Seamen Board, Philippine Association of Maritime Institutions, Associated Marine Officers and Seamen's Union of the Philippines, Filipino Shipowners Association and other representatives from the maritime industry.

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, pursuant to Proclamation No. 1081, dated September 21, 1972, as amended, do hereby decree the creation of the National Maritime Polytechnic, with its concomittant functions and duties and appropriating funds therefor and for other purposes as follows:

1. Establishment - There is hereby established the National Maritime Polytechnic in Tacloban, Leyte and extension schools in Luzon and Mindanao.
2. Purposes - a) The National Maritime Polytechnic shall offer specialization and upgrading courses for both licenced officers and ratings; b) It shall conduct researches and studies on the latest maritime technologies and other related matters for the maritime industry.
3. Power of the Polytechnic - The following are the powers of the Polytechnic:
 - a) It shall have the general powers as set forth in the corporation law except as herein provided;
 - b) It shall have the power to acquire public lands for its expansion and/or beneficial use and;
 - c) It shall be authorized to undertake the construction of its buildings and other permanent improvements and such sums as may be necessary to maintain and operate its facilities and shall be included in the annual General Appropriations Acts for the Polytechnic.
4. Governing Board, Manner of Appointment - The government of the National Maritime Polytechnic is vested in Board of Trustees which shall be composed of nine (9) Members, namely:
 1. The Honorable Secretary of Labor, as Chairman
 2. Director, Bureau of Higher Education, Department of Education and Culture
 3. Administrator, Maritime Industry Authority
 4. Commandant, Philippine Coast Guard
 5. Executive Director, National Seamen Board
 6. President, Filipino Shipowners Association
 7. President, Association of Marine Officers and Seamen's Union of the Philippines
 8. President, Philippine Association of Maritime Institutions
 9. President, National Maritime Polytechnic

5. General Powers of the Polytechnic - The exercise of its powers are hereby vested in the Board of Trustees. The Board of Trustees shall have the following powers and duties, in addition to its general powers of administration and the exercise of the powers;
- (a) To determine and fix the date and time of their regular meetings, as well as special meetings as the need for same may arise; Provided; that all such meetings shall not be more than three times in any one month, nor less than one in any one quarter;
 - (b) To recommend the President of the Polytechnic for appointment by the President of the Philippines;
 - (c) To fix the compensation of the President of the Polytechnic and to empower him to sit ex-officio member of the Board with right to participate in deliberation but without the right to vote;
 - (d) To receive and appropriate to the ends specified by law such sums as may be provided by law for the support of the Polytechnic;
 - (e) To provide for the establishment of colleges and schools as it may deem necessary;
 - (f) To negotiate for loans or accept donations of real estate and personal property of all kinds and to administer the proceeds for the benefit of the Polytechnic or of a department thereof, or for aid to any student or students in accordance with the direction or instructions of the donor and/or in default thereof, in such manner as the Board may in its discretion so determine;
 - (g) To appoint, on the recommendation of the President of the Polytechnic, executive vice-president, vice-presidents, deans, professors, instructors, lecturers and other employees of the Polytechnic; to fix their compensation, hours of service, and such other duties and conditions as it may deem proper; to grant to them in its discretion leave of absence under such regulations as it may promulgate, any provisions of law to the contrary notwithstanding, and to remove them for cause after an investigation and hearing shall have been had and to extend with their consent the tenure of faculty members of the Polytechnic, whenever in his opinions their services are specially needed; Provided, however, that no extension of service shall be made beyond the age of seventy;
 - (h) To approve the courses of study and rules of discipline drawn up by the Polytechnic council as hereinafter provided; to fix the required tuition fees, fees for laboratory courses, graduation fees, and all special fees, to remit the same in special cases; and, to utilize the income derived therefrom

for the maintenance of the Polytechnic, together with the annual appropriation provided for in Number 16 thereof;

- (i) To provide fellowship and scholarship and to award the same to students showing special evidence of merit;
 - (j) To establish chairs in the college hereinafter mentioned and to provide for the maintenance or endowment of such chairs, as well as to provide for such other professors, assistant professors, instructors, tutors, lecturers as the program of instruction may make it necessary, and to fix the compensation pertaining to such positions;
 - (k) To confer the usual honorary degrees upon persons other than graduates of the Polytechnic in recognition of learning, statesmanship or eminence in technology, literature, science or arts; Provided, that such degree shall not be conferred in consideration of the payment of money or other valuable consideration; and
 - (l) To file with the President of the Philippines a detailed report, setting forth the progress, conditions and needs of the Polytechnic on or before the fifteenth day of September of each year.
7. Quorum - A quorum of the Board of Trustees shall consist a majority of all the members holding office at the time the meeting of the Board is called. All processes against the Polytechnic shall be served on the Chairman or President thereof.
8. Administration - The administration of the Polytechnic shall be vested in the President of the Polytechnic. He shall be assisted by an Exec. Vice President who shall be appointed by the Board of Trustees upon the recommendation of the President of the Polytechnic and whose compensation shall be fixed by the Board.
9. Powers of the President - The powers and duties of the President of the Polytechnic, in addition to those usually pertaining to the office of the President of the Polytechnic which are not inconsistent with the provisions of law, are the following:
- (a) To recommend to the Board of Trustees for appointment, the vice-presidents, deans, professors, instructors, lecturers and other employees of the Polytechnic;
 - (b) To promulgate for the government of the polytechnic such general ordinances and regulations not contrary to law, as are consistent with the purpose of the polytechnic.

10. The Secretary of the Polytechnic - The Board of Trustees shall appoint a Secretary who shall serve as such for both the Board and the President of the Polytechnic whose salary shall be determined by the Board.
11. The Polytechnic Council Powers - There shall be a Polytechnic council, consisting of the president, executive vice president and vice presidents, of the Polytechnic and of all members of the faculty of the polytechnic holding the rank of professors, associate professors and assistant professors, subject to existing laws. The council shall have the power to prescribe the courses of study and rules of discipline, provided those matters are first approved by the Board of Trustees, subject to the same limitations, It shall fix the requirements for admission to any department of the Polytechnic as well as for graduation and the conferment of degrees. Through its president or committee, it shall have the disciplinary powers over the students within the limits prescribed by the rules of discipline approved by the Board of Trustees.
12. The Faculty of the Polytechnic - The body of professors and instructors of each college shall constitute its faculty, and as presiding officer of each faculty there shall be a dean appointed by the Board of Trustees upon the recommendation by the President of the Polytechnic. In appointment of Professors, instructors, and other personnel of the polytechnic, no religious test shall be required, nor shall their religious opinions or affiliations be made a matter of examination or inquiry; Provided, however, that no professors or instructor or any other personnel in the polytechnic shall inculcate sectarian tenets in any of the teachings nor attempt either indirectly or directly under penalty of dismissal by the Board of Trustees to influence students attendance at the polytechnic for or against any particular church or religious sect. The Polytechnic shall enjoy academic freedom.
13. Civil Service Requirements - The president, executive vice president, vice presidents, deans, professors, other instructors and other employees of the polytechnic shall be exempt from any civil service examination or regulation as a requisite to appointment except the representative of the Chairman of the Commission on Audit; Provided, however, that all shall be entitled to the priveleges and rights of security of tenure, promotion in positions and salaries for meritorious service, leaves and retirement benefits, as in the government service as now provided by law.

14. The Auditor of the Polytechnic - The Chairman of the Commission on Audit of the Philippines shall be ex-officio Auditor of the Polytechnic and shall designate his representative who must hold the regular office in the polytechnic to be able to perform his duties effeciently and satisfactorily as a regular official of the polytechnic. The designated representative shall have the civil service qualification and rank of a provincial auditor and shall have the power to appoint his subordinates, subject to the last proviso of Sec. 5 (g) hereof, who must be civil service eligibles. The size of the staff and compensation of the same shall be determined and fixed by the Board of Trustees. The compensation of the COA representative shall also be fixed by the Board of Trustees upon recommendation by the Chairman of the Commission on Audit.
15. Loans or Transfer of Apparatus or Supply, Detail of Employee for duty in the Polytechnic - Heads of Bureau and Offices of the National Government are hereby authorized to loan or transfer upon request of the president of the Polytechnic, such apparatus or supplies as may be needed by the polytechnic and to detail employees so detailed shall perform such duties as are required under such detail and the time so employed shall be counted as part of their regular service.
16. Appropriation - The sum of 10 million pesos is hereby appropriated out of any funds in the National Treasury to be expended in the discretion of the Board of Trustees for the establishment and operation of the polytechnic. Thereafter, funds for the maintenance of polytechnic shall be included in the annual General Appropriations Fund of the National Government, the total sum of which shall be recommended by the Board of Trustees of the Polytechnic.
17. All acts that are inconsistent with any provisions of this Presidential Decree shall be null and void.

This Decree shall take effect immediately.

Done in the City of Manila, this 1st day of May,
in the year of Our Lord, nineteen hundred and seventy-eight.

(SGD.) FERDINAND E. MARCOS
President
Republic of the Philippines

By the President:

(SGD.) JUAN C. TUVERA
Presidential Assistant

/gld

2. TENTATIVE UNDERSTANDING (事前調査団)

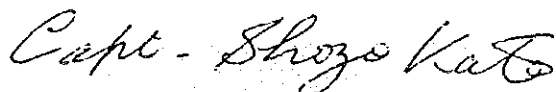
THE TENTATIVE UNDERSTANDING BETWEEN THE JAPANESE PRELIMINARY SURVEY MISSION AND THE PHILIPPINE AUTHORITIES CONCERNED ON THE JAPANESE TECHNICAL COOPERATION FOR THE NATIONAL MARITIME POLYTECHNIC PROJECT.

The Japanese Preliminary Survey Mission, organized by the Japan International Cooperation Agency (JICA) and headed by Capt. Shozo Kato met with the Philippine Authorities to discuss the possibility of the Japanese Technical Cooperation on the Project proposal presented. The Mission had a series of discussions with the agencies concerned and conducted necessary field surveys from 18-31 August 1983.

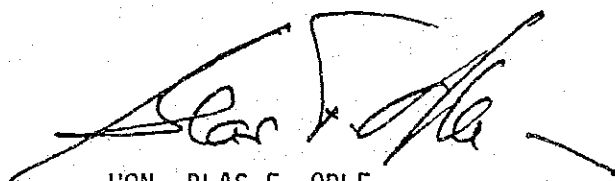
As a result of the discussions, the Mission and the Philippine Authorities concerned reached a tentative understanding attached herewith, on the basic framework of Japanese Technical Cooperation Program, subject to the approval by the respective Government of both countries.

It should be noted that the detailed studies will be implemented in close consultation with Philippine Authorities concerned.

Manila, 29 August 1983



CAPT. SHOZO KATO
Head, Japanese Preliminary
Survey Team, Japan International
Cooperation Agency



HON. BLAS F. OPLE
Chairman
NMP Board of Trustees
Minister, Ministry of Labor and
Employment

ATTACHMENT

I. Rationale

The National Maritime Polytechnic (NMP) is an urgently needed, vital and critical human resource (seaman) development center for the Philippines, both on economic and socio-political grounds.

The imperatives for the expansion and modernization of the NMP stems out from the rapid expansion of both the domestic and international maritime industry, thus creating a significant demand for qualified Filipino seamen. At the same time, technological advances in the maritime industry have inevitably necessitated that Filipino seamen have to be kept abreast with and trained accordingly in the sophistication of such innovations, if the Philippines is to maintain its leading role as a supplier of competent seamen to the world's maritime industry and if the Philippine Government wishes to increasingly tap them as one of the major sources of foreign exchange for the country.

Both goals are the impetus of the National Maritime Polytechnic. And this can be pursued through a combination of "land-based" and actual "sea-based" training for our seamen. The present private maritime schools in the country are inadequate and are lacking in resources, both in staff and equipment. Thus, the NMP, as envisioned in the Decree (P.D. #1369) will serve as the national graduate institution for retraining and upgrading.

Filipino seamen serving in the international maritime industry help ease the country's labor problem, while generating much needed foreign currencies for the Philippines through their remittances.

There are now more than 60,000 Filipino seamen on board various international carriers. This huge number places the Philippines as the country with the most number of overseas seamen.

The NMP provides, in practical terms, high standard of training to Filipino maritime graduates. This takes the form of advanced programs and courses to continually upgrade themselves and enhance their competence and proficiency.

The long-term objective of the project is to strengthen the Philippine economy specifically the shipping sector through Modernization of maritime training in compliance with the International Maritime Organization (IMO) STCW 1978 and International Labor Organization (ILO) standards, and develop the national shipping industry as a means to attain self-reliance and enhance employment generation.

The immediate objectives of the project is to develop advanced training programmes for the NMP to offer specialization and upgrading courses for deck and engine officers and ratings who are employed and will be onboard overseas vessels of all types as required by IMO.

The immediate objectives of the project are as follows:

1. To upgrade the professional competence of merchant marine officers and ratings in accordance with the 1978 IMO STCW Convention.
2. To develop and maintain a pool of training and maritime manpower to meet the needs of the maritime industry.
3. To develop advanced training programmes in order to keep abreasts with the advances of maritime technology.

The project will undoubtedly promote the rapid development of the maritime industry, and thus create a climate conducive to investments in shipping.

The Japanese Government's Technical Cooperation to the NMP will enormously boost its lofty goals and objectives for the country and its people.

II. National Organization of Seafarers Education and Training

The following are the various Philippine Government Agencies that are concerned with maritime education, training and licensing:

1. The Ministry of Education and Culture and Sports (MECS) is the ministry of the Government directly concerned with the supervision of all public and private institutions of learning. The Bureau of Higher Education of MEC is concerned with the supervision of all post secondary courses, and as such marine education comes under its jurisdiction. Through the Bureau of Higher Education, it entered into an agreement with other concerned agencies such as the Philippine Coast Guard (PCG), the Philippine Overseas Employment Administration (POEA) and the Maritime Industry Authority (MARINA) to oversee the training of seamen in the Philippines. The functions and responsibilities of MECS in the development of maritime programme are to: consider the policy guidelines on seamen training and development recommended by MARINA, POEA and PCG; consider the curricula of seamen schools recommended by MARINA, POEA and PCG; recognize and accredit seamen schools considering the recommendation of POEA, MARINA and PCG; and in coordination with the three other agencies, evaluate standards and facilities of seamen schools.

2. Philippine Overseas Employment Administration. The newly created Philippine Overseas Employment Administration established and organized pursuant to Executive Order No. 797 assumed the functions of the abolished Overseas Employment Development Board, National Seamen Board and the overseas employment functions of the Bureau of Employment Services.

The POEA hereinafter referred to as the Administration shall formulate and undertake a systematic program for promoting and monitoring the overseas employment of Filipino workers and seamen, taking into consideration domestic manpower requirements. Further, the Administration shall have original and exclusive jurisdiction over all cases involving employer-employee relations, including money claims, arising out of or by virtue of any law or contract involving Filipino workers for overseas employment.

3. Maritime Industry Authority (MARINA) was created by Presidential Decree No. 474, that provides inter alia, for the establishment and support to a system of maintaining and developing a reservoir of trained manpower to meet the current and future needs of the industry. In collaboration with MECS and other concerned agencies, it also evaluates the capability of maritime education and training institutions and programmes in the Philippines.
4. Philippine Coast Guard (PCG) was created by Republic Act No. 5173 as a major unit of the Philippine Navy. The functions of this agency are to: enforce all applicable laws upon the high seas and waters under Philippine jurisdiction; promulgate and administer regulations for the promotion of safety of life and property within Philippine maritime jurisdiction; and develop, establish, maintain and operate aids to sea pursuant to IMCO, SOLAS and Marine Pollution conventions. In addition, PCG also issues the Seamen's Continuous Discharge Books.

For the purpose of harmonizing and synchronizing the execution of their functions in maritime education and training, the above agencies of the Government entered into a Memorandum of Agreement and in effect organized into the Special Advisory Committee which has become the supervisory arm of the Government over schools offering maritime courses.

5. Professional Regulations Commission (PRC) is the government implementing agency of Presidential Decree No. 97, as amended by Presidential Decree No. 1560, which regulates the examination and licensing of both navigating and engineering officers.

6. Telecommunications Control Bureau (TCB), the primary roles of which are the examination and licensing for the practice of the profession. The two-year general radio operator course implementing the curriculum prescribed by MEC in coordination with TCB covers air, land and sea communications. Licensed radio operators desiring to join the seafaring profession may secure a Seaman's Continuous Discharge Book (SCDB) from PCG and register at POEA. There is also a joint supervision of all radio schools by virtue of the memo-agreement between MECS and TCB.
7. The Philippine Merchant Marine Academy (PMMA) is an agency under the the administrative supervision of the Maritime Industry Authority per Presidential Decree No. 474 and 1110 (amending Republic Act No. 3680 making the MARINA Administrator the ex-officio chairman of the PMMA Board of Trustees).

The PMMA was established in 1820 to provide a disciplined merchant marine education to deserving young man. A government-subsidized institution, the PMMA offers two major course: the nautical course leading to the degree of BS Marine Transportation, major in navigation and seamanship, and the marine engineering course leading to the degree of BS Marine Transportation, major in Steam Engineering and Electricity. Graduates of the PMMA are given a Third Mate or Fourth Engineer License without board examination. In addition, they are commissioned in the Philippine Navy Reserve Force.

The maritime manpower education system provides for training and education in:

a. Baccalaureate courses:

(i) Bachelor of Science in Marine Transportation; major in navigation and seamanship (upon completion of three years at school and one year at sea on apprenticeship);

(ii) Bachelor of Science in Marine Transportation; major in marine engineering (only for engineering students of Philippine Merchant Marine Academy;

b. Associate courses in:

(i) Marine transportation (major in navigation and seamanship) (three years at school);

(ii) Marine engineering (two years at school)

- c. Two-year general radio communication operator course;
- d. Marine Vocational courses;
 - (i) Two-year marine refrigeration technician course;
 - (ii) Two-year marine electrical technician course.
- e. Basic seaman courses:
 - (i) six-month basic seaman (general purpose rating);
 - (ii) six-month basic course for messmen and cooks;
- f. Special courses:
 - (i) three-day fire fighting course;
 - (ii) 87-hour radar observer's course.

The present policy in respect of training of seafarers is aptly enunciated in the Presidential Letter of Instruction No. 538 of 1977 which directs the establishment of a National Maritime Manpower Training system for the upgrading of the maritime profession, maritime research and development, and consolidation of all seafaring training centres in the Philippines. Consequently, a 14-man technical committee, a shipowners association, a shipmanning association, maritime schools association and the seamen's union was constituted. Perhaps the most noteworthy accomplishment of the committee was the study or the establishment of an upgrading institution which was finally created by Presidential Decree Bi, 1369 - the National Maritime Polytechnic, the latest development that adds a new dimension in the field of maritime training in the country.

Statutory Certificates of Competency structure for all department, and validity of certificates.

The statutory Certificates of Competency are derived from the provisions of the ILO and IMCO standards of training and wherever applicable, the appropriate recommendations on maritime training and certification. Presidential Decree validity is sanctioned by the provisions of No. 97, regulating the practice of the marine profession in the Philippines.

The radar observer' course is conducted on a year-round basis under the auspices of the National Maritime Polytechnic and PCG with the coordinative assistance of MECS, MARINA and POEA. The course is of 87-hour duration, the syllabus and other structural requirements of which are patterned after that prescribed by the IMCO Convention on Standards of Training, Certification and Watchkeeping of Seafarers of 1978.

Authority and procedure for issue of Certificates of Competency.

The authority and procedure in the issuance of certificates of competency and the conduct of licensure process are governed as follows:

(a) For ratings: PCG issues Seaman's Continuous Discharge Book to the applicant-seafarer as proof of qualifications by virtue of Republic Act No. 5173, as amended, otherwise known as the Coast Guard Law;

(b) For officer grades: from the lowest officer category to the highest grade, the Professional Regulations Commission conducts the examinations and issues the corresponding certificates or licenses of competency by virtue of Presidential Decree No. 97;

(c) The conduct of specialized courses including the upgrading of qualifications of graduates in maritime courses and the issuance of the corresponding certificates is through the National Maritime Polytechnic that prescribed the course of study and rules of discipline by virtue of Presidential Decree No. 1369.

III. National Maritime Polytechnic (NMP)

1. In response to the need of the Philippine Maritime Industry the President of the Philippines has ordered, through Presidential Decree No. 1369, the establishment of the National Maritime Polytechnic (NMP) as the national maritime graduate school. According to the decree, the two main objectives of the NMP are "to offer specialization and upgrading courses for both licensed officers and rating, and to conduct researches and studies on the latest maritime technologies and other related matters for the maritime industry."

The role of the NMP within the context of the Philippine maritime training system is to provide advanced programmes to upgrade the education obtained by licensed officers and graduates of Philippine maritime schools. The programs will be geared towards hands-on, practical training, rather than

theories of seamanship. This type of training will serve as a supplement to the seaman's formal training which is generally considered lacking in practical knowhow. The end objective of the NMP is to give the Filipino seafarers the opportunity to acquire the necessary skills not only to enhance their employment acceptability and promotability in the domestic maritime industry but also to make them competitive in the international maritime fleet.

2. Responsible agency:
The NMP is an autonomous agency under the supervision of the Ministry of Labor and Employment.
3. Organization and Functions:
The BOARD OF TRUSTEES, the policy-making body of the National Maritime Polytechnic, shall be responsible for the developing and adopting policies, rules and regulations as would implement the purpose and objective of the NMP.

The OFFICE OF THE NMP PRESIDENT shall be responsible for executing the policies, rules and regulations of the Board of Trustees and shall exercise direct supervision and control over the NMP branches, departments, offices and units under it.

The BRANCHES, DEPARTMENTS, OFFICES and UNITS of the NMP shall perform policy, program development and advisory functions for the office of the President, and they shall be responsible for implementing approved policies, programs and measures, and for installing efficient, effective and economical administrative systems and procedures concerning their functions.

(1) BOARD OF TRUSTEES

The Board of Trustees shall consist, in accordance with Presidential Decree No. 1369, of the Ministry of Labor as Chairman, and Director, Bureau of Higher Education, Ministry of Education and Culture; Administrator, Maritime Industry Authority; Commandant of the Philippine Coast Guard; Executive Director of the National Seamen Board; President of the Filipino Shipowners Association; President of the Philippine Association of Maritime Institutions; Regional Director of the National Economic and Development Authority, as members; President, National Maritime Polytechnic, ex-officio member.

The President of the NMP shall be an ex-officio member of the Board of Trustees without voting rights.

The Board of Trustees shall have the following duties and powers, among others:

- a. Adopt policies, rules and regulations to support the purpose and objectives of the NMP;
- b. Establish policies for determining fees and other charges for the services of the NMP;
- c. To recommend the President of the Polytechnic for appointment by the President/Prime Minister of the Philippines;
- d. To fix the compensation of the President of the Polytechnic and to empower him to sit ex-officio member of the Board with right to participate in deliberation but without the right to vote;
- e. To receive and appropriate to the ends specified by law such sums as may be provided by law for the support of the Polytechnic;
- f. To negotiate for loans or accept donations of real estate and personal property of all kinds and to administer the proceeds for the benefit of the Polytechnic or of a department thereof, or for aid to any student or students in accordance with the direction or instructions of the door and/or in default, in such manners as the Board may in its discretion so determine;
- g. To appoint, on the recommendation of the President of the Polytechnic, executive vice-president, vice-president, deans, and such other duties and conditions as it may deem proper; to grant to them in its discretion leave of absence under such regulations as it may promulgate, any provisions of law to the contrary notwithstanding, and to remove them for cause after an investigation and hearing shall have been had and to extend with their consent the tenure of faculty members of the Polytechnic, whenever in his opinion their services are especially needed; Provided, however, that no extension of service shall be made beyond the age of seventy;
- h. To approve the courses of study and rules of discipline drawn by the Polytechnic Council as hereinafter provided; and
- i. To perform all acts necessary in attaining the purposes and objectives of the NMP, and those that may be directed by the President and Prime Minister.

(2) NMP PRESIDENT

The President shall be the chief executive officer of the National Maritime Polytechnic with the following duties, powers and responsibilities, among others:

- a. Assume full responsibility of implementing the purposes and objectives of the Board, and the policies adopted by it;
- b. Assume full administration and command of the NMP Training/Cargo vessel, its operation and maintenance, including the personnel component thereof;
- c. Recommend to the Board of Trustees for appointment, the Executive Vice-President, Vice-President, deans, professors, instructors, lecturers and other employes of the Polytechnic;
- d. Promulgate for the government of the Polytechnic such general ordinances and regulations not contrary to law, as are consistent with the purpose of the Polytechnic.

The President shall be assisted by one (1) Executive Vice-President, three (3) Vice-Presidents, who shall among others, perform the following:

- a. Advise and assist the President in the formulation and implementation of policies, programs and functions of the Polytechnic;
- b. Oversee and coordinate the operational activities of the various offices, and shall be responsible to the President for the efficient, effective and economical administration;
- c. Perform such other functions, duties and responsibilities as may be directed by the NMP President;
- d. The Executive Vice-President shall perform the functions, duties and responsibilities of the President in case of illness or incapacity until a successor has been appointed by the President/Prime Minister of the Philippines.

(3) ADMINISTRATION AND FINANCE

Administration and Finance shall be responsible in providing economical, efficient and effective services relating to budget, accounting, internal auditing, systems development, personnel and records management, supplies, equipment,

collection, disbursement, security, custodial work and matters relating to administration. It shall perform the following duties, functions and responsibilities:

- a. Provide advice and action on financial matters relating to the operations of the Polytechnic;
- b. Develop and improve budgetary methods, procedures and justifications;
- c. Maintain basic subsidiary accounting records and books of accounts;
- d. Certify to fund availability and allocate appropriate funds for approved programs of the Polytechnic;
- e. Process requisitions, vouchers and reports of collections and disbursements;
- f. Issue treasury warrants to liquidate obligations;
- g. Prepare financial reports and work plans;
- h. Provide advice and action on personnel policy and administration;
- i. Provide advice and action on procurement and storage of supplies and equipment;
- j. Keep and maintain a systematic filing system;
- k. Develop and administer a personnel program concerning selection, placement, job and pay classification, performance rating and employee welfare and benefits;
- l. Act on all matters concerning attendance, leaves of absence, appointments, promotions, transfers and other personnel transactions;
- m. Provide messengerial, security, mail, typing, custodial and general utility services; and
- n. Perform such other duties as may be directed by the NMP President.

(4) MARITIME TRAINING

The Academic Branch shall be responsible for providing services for an efficient and effective development of seafarers qualifications through updating, upgrading and special courses or programs. It shall have the following

duties, functions and responsibilities:

- a. Provide advice and policy guidelines on the development of training standards for Filipino seafarers;
- b. Develop and conduct appropriate schemes and programs for training in skills or competency that are required by employers;
- c. Develop and conduct appropriate orientation/briefings, cultural and language courses, and other training aids, as would enhance employability of Filipino seafarers;
- d. Develop and conduct special training classes for seamen licensed/certificated for employment under a government-to-government arrangements; and
- e. Perform such other duties, functions and responsibilities as may be directed by the NMP President.

(5) PLANNING, RESEARCH AND DEVELOPMENT

The Planning, Research and Development Branch shall be responsible for providing the NMP President and other ranking officials of the Polytechnic with development oriented advise and services relating to research, planning, statistics, programming, project formulation, development and evaluation, systems development and improvement, publications and information. It shall have the following functions, duties and responsibilities:

- a. Gather, analyze and integrate statistical data, including operational statistics, prepare forecasts, reports studies and reviews as aids to management in the formulation of policies;
- b. Provide advice based on studies of overseas and domestic trends concerning supply and demand for seafarers;
- c. Develop criteria for determining project priorities and evaluate projects against set standards and schedules;
- d. Develop programs and objectives concerning the information and promotion of the functions of the Polytechnic;
- e. Undertake the compilation, production and publication of brochures, periodicals and other printed materials as would promote the functions and objectives of the Polytechnic;

- f. Establish and maintain a comprehensive reference and information library for seafarers; and
- g. Perform such other duties, functions and responsibilities as may be directed by the NMP President.

Organization and Functions were authorized by the NMP Board of Trustees.

4. Staffing

Opportunity for employment in the National Maritime Polytechnic (NMP) is open to all qualified citizens of the Philippines who are screened based on merit and fitness. To insure objectivity in selection, a Personnel Selection and Promotion Board (PSPB) had been established which shall be responsible for the adoption of a formal screening procedure and the formulation of qualification standards for the evaluating of candidates for employment.

The composition of the PSPB is as follows:

- VP-PRPD
- VP-Maritime Training
- VP-Adm & Fin.
- AVP-HRD
- AVP-Finance
- AVP-Corporate Plans
- Representative from the Rank & File

Please refer to the NMP qualification standards and the attached recruitment and NMP employment selection from chart. (Annex I)

At present the NMP has the following Personnel Plantilla:

- NMP Board of Trustees - 10 Members
- NMP President
 - Executive Officer
 - Vice President, Maritime Training
 - Vice President, Administrative & Finance
 - Vice President, Plans, Research & Project Dev.
 - AVP, Special Courses
 - AVP, HRD
 - AVP, Adm. & Gen. Services
 - AVP, Finance
 - AVP, Corporate Planning
 - AVP, Maritime Research
 - Head, Testing and ROC/RSC Supervision
 - Head, Library and Museum
 - 14 Professors

- 2 Associate Professors
- 3 Assistant Professors
- 15 Instructors
- 1 Educational Researcher II
- 2 Educational Researcher I
- 1 Budget Officer
- 1 Accountant
- 1 Bookkeeper
- 1 Cashier
- 1 Property & Supply Officer
- 1 Records Officer
- 7 Clerk/typists
- 1 Artist/Illustrator
- 1 Electrician
- 4 Utilityman/Messenger

For Budget Year 1984, the NMP has proposed an additional 483 personnel. The proposed personnel is now processed at the Management Office of the Ministry of Budget and Management. (Please refer to Annex I)

5. Budget

The NMP Budget is allocated by the Office of Budget Management for purposes of updating and upgrading the qualities and technical competence of Filipino seafarers. Aside from the regular budget allocation, the NMP make use of its income derived from trainees of the Maritime Courses in the form of registration/tuition fees.

For the CY 1982, the NMP was appropriated the amount of ₱2,300,000.00 for Current Operating Expenditures and ₱2,000,000.00 for Capital Outlay. (Breakdown of expenses are presented below)

Current Operating Expenses CY 1982

| | |
|--|----------------------|
| Personal Services | ₱ 440,344.00 |
| Maintenance & Other Operating Expenses | 1,859,656.00 |
| TOTAL COE 1983 ----- | <u>₱2,300,000.00</u> |

Capital Outlay '82

| | |
|---------------------------------|----------------------|
| Land & Land Imp. | ₱ 225,811.00 |
| Buildings & Structure | 1,774,189.00 |
| TOTAL CAPITAL OUTLAY 1982 ----- | <u>₱2,000,000.00</u> |

For 1983, the amount of ₱2,740,000.00 was allocated to the NMP broken down as follows:

Current Operating Expenses

| | |
|--|----------------------|
| Personal Services | ₱1,273,000.00 |
| Maintenance & Other Operating Expenses | <u>1,100,000.00</u> |
| TOTAL COE 1983 ----- | <u>₱2,373,000.00</u> |

Capital Outlay

| | |
|----------------------------|-----------------------|
| Building & Structure | ₱10,000,000.00 |
| Equipment Outlay | 367,000.00 |
| TOTAL CAPITAL OUTLAY ----- | <u>₱10,367,000.00</u> |

By 1984, the NMP is expected to be fully operationa, thereby increasing her financial requirements due to the increase in the number of Maritime Courses she has to offer the amount of ₱180,162,039.00 is estimated to be appropriated for the NMP, breakdown of which is as follows:

Capital Operating Expenses

| | |
|--|-----------------------|
| Personal Services | ₱13,898,202.00 |
| Maintenance & Other Operating Expenses | 15,374,742.00 |
| TOTAL COE 1984 ----- | <u>₱29,272,944.00</u> |

Capital Outlay

| | |
|----------------------|-------------------------|
| Land Acquisition | ₱ 2,250,000.00 |
| Building & STructure | 128,188,761.00 |
| Equipment | 20,450,334.00 |
| TOTAL CO 1984 ----- | <u>₱ 150,889,095.00</u> |

For the year 1982, NMP has an appropriated income of ₱136,948.00 derived from registration and tuition fees. In 1983, the agency projects an estimates of ₱1,229,990.00 to be derived from same. By 1984, the NMP is expected to be fully operational, thereby increasing the number of students to be served, an estimates of ₱21,600,000.00 in conceived.

6. System of Recruitment - NMP Tacloban

(1) General Provision:

The National Maritime Polytechnic recognizing the imperative need to upgrade the proficiency and competence of Filipino seafarers in accordance with the standards set by the UN International Maritime Organization (STCW 1978) will offer training courses for merchant marine officers and ratings.

(2) The Training Courses:

A. Deck Department

Upgrading course for officers from Master Mariners to 3rd Mates.

B. Engine Department

Upgrading course for officers from Chief Engineers to 4th Engineer.

C. Catering Department

Upgrading course for Chief Cooks, Chief Steward and Messmen.

D. Electronics Department

Upgrading course for radio & communication personnel

E. Special Courses

For all merchant marine officers and ratings.

(3) The Training Site

The training will be conducted at the NMP Training Complex in Cabalawan, Tacloban City, Leyte.

Registration of Students:

The students will be required to fill-up registration forms directly at NMP Manila or NMP Tacloban City, or with accredited Maritime Association which have established arrangement with NMP.

(4) Transportation:

Tacloban City can be reached from Manila by water, air and land transportation. Water transportation is served by William Lines and Sulpicio Lines four times a week. Flight schedule of aircraft is twice daily. Land transportation is provided by big bus companies several times daily.

(5) Miscellaneous:

1. Upon arrival of students at NMP Tacloban, a briefing will be given to acquaint them with the facilities available, daily routine, administrative instructions,

8. Ship Handling
9. 1972 International Collision Regulation
10. Naval Health Part 2 - Your Life in Your Hands
11. Buoyage System A
12. LPG Safety
13. Use of Compressed Air Breathing Apparatus
14. Resuscitation
15. External Bleeding I - Pressure Methods
16. Action in an Emergency
17. External Bleeding II - Tourniquet
18. Command and Control
19. Ship Handling Part I
20. Fire Chemistry
21. Command and Control Part I
22. Meteorological Conditions at Sea
23. Introduction to Liquified Gas Carriers
24. Firefighting - Part I
25. Firefighting - Part II
26. Distress Signal
27. Introduction to Chemical Tanker
28. Crude Oil Washing
29. Deck Officer Watchkeeping in Port
30. Abandon Ship
31. Naval Health - Part I Your Own Worst Enemy
32. Naval Health - Part 3 (Your Life in Your Hands)
33. Crude Oil Washing Operations
34. Watch on the Channel
35. Inert Gas System
36. Key to Cleanliness
37. Margins of Safety
38. Operation and Maintenance of Inert Gas System
39. Survival at Sea
40. Fire a Hazard
41. Helicopter Assistance at Sea
42. Launching of Lifeboats

9. Relationship between NMP-Tacloban and M/S FILIPINAS

In accordance with the regulations set forth by the International Maritime Organization (IMO), Regulation II/5, all licensed deck and engine officers are required at regular intervals to undergo specific refresher and updating courses before they could board any foreign going vessel.

NMP-Tacloban is the center of all these training needs of our 64,169 Filipino seafarers who had already gained sea experience but have to upgrade themselves with the various refresher/upgrading courses as required by IMO so as to gain re-employment in foreign-going vessels.

On the other hand, M/S FILIPINAS, the combined Training and Cargo vessel, caters to the training needs of our Filipino seafarers who have inadequate sea experience in the overseas fleets. With the sea experience they will acquire aboard M/S FILIPINAS, their marketability in the overseas fleets shall be enhanced.

M/S FILIPINAS shall only complement the shore-based training complex - NMP (Tacloban) - which shall be the center of all training programs and activities for all our Filipino seafarers.

10. Building and Infrastructure

Until 1982, the NMP has acquired a 16-hectare training site, and constructed to date seven (7) buildings, namely: 4 buildings having 12 classrooms, 2 staff houses and a dormitory canteen.

For the year 1983, the NMP has funds for the following permanent improvements:

- a. 3 buildings to house 9 classrooms
- b. 3 staff houses
- c. 1 dormitory with 104 rooms, plus offices, lounge area, linen room, etc.
- d. Construction of a sea-wall with a total length of 450 meters.

IV. Danish Cooperation

The acquisition by the National Maritime Polytechnic (NMP) of a brand-new, modern, fully equipped, combined training and cargo vessel was made possible through a DKr - 45 million grant in aid. The balance of 80% of the total cost of the vessel was provided through a soft loan of 14 years, with 5 years grace period at an annual interest rate of 7.5%.

The Royal Danish Government, through the Danish International Development Agency (DANIDA), also provided expert services, namely, a Deck Expert, an Engine Expert, and Maintenance Expert for a duration of 2 years on board ship. In addition, 20 staff members of the NMP were provided advanced training in Denmark in the field of maritime training for the implementation of STCW '78 and shipping management.

V. Request for the Japanese Technical Cooperation

1. Dispatch of Experts:

The NMP requests for sending of Japanese experts in the fields of:

(1) Upgrading Course

Deck and Engine

(2) Special Training Course

Radar Observer, Radar Simulator and so forth.

In addition, the NMP would also request for the provision of a Maintenance Expert to ensure the efficient and continuous operation of the various simulators and training equipment to be acquired under the Japanese grant aid program to the Polytechnic.

2. Counterparts

The NMP requests for receiving necessary Filipino counterparts personnel to ensure the continuity of the Program and the enhancement of technology transfer.

3. Provision of Equipment/Building

The NMP requests for the provision of equipment for the NMP's specialization and upgrading courses for deck and engine officers are as follows:

(1) Marine Engine Plant Simulator
(for Marine Engineers Upgrading Course)

- a. Diesel Propulsion Plant Training
- b. Steam Propulsion Plant Training
- c. Auxiliary Machinery Training
- d. Automation and Alarm System Training

(2) Electronic Navigation Simulator
(Deck Officers Upgrading Course)

- a. Electronic Navigational Aids
Course: Decca, Loran C. Satellite Navigation,
Doppler Log, etc.

(3) Cargo Handling Simulator
(Deck and Engine Officers Upgrading Course)

- a. Tanker Safety Course (POL products)
- b. Dangerous Cargo Course
(LPG, LNG, Chemical, Corrosives, etc.)
- c. Cargo Load Calculation

(4) Radar Simulator with ARPA
(for Deck Officers)

- a. Radar navigation, piloting and collision avoidance Course
- b. ARPA Course
- c. Radar Observers Course

(5) Survival Craft Training Equipment
(for all Seamen)

- a. Lifeboatman Course
- b. Able Seaman Course
- c. Lifesaving and Survival at Sea Course

The construction of the Navigation Laboratory building and the Marine engineering building is also requested in order to house the above-mentioned training equipment.

In lieu of the Ship Handling/Maneuvering Simulator, it is also requested that the Special Courses building and Administration building be constructed instead.

VI. Japanese Technical Cooperation

1. Dispatch Japanese experts, both on long and short term basis, to work with and assist the Filipino experts in Upgrading and Special Training for the Filipino seamen.
2. Extend Fellowship Grants to Filipino experts through Trainings and Observation Tour to Japan.

VII. Philippine Responsibility

1. Assign full time Filipino counterpart experts and other staff who shall serve as the major implementators of the Project.
2. Assume full responsibility over the implementation of the Project.
3. Shoulder the operational and maintenance costs incurred in the implementation of the Project.

NOTE:

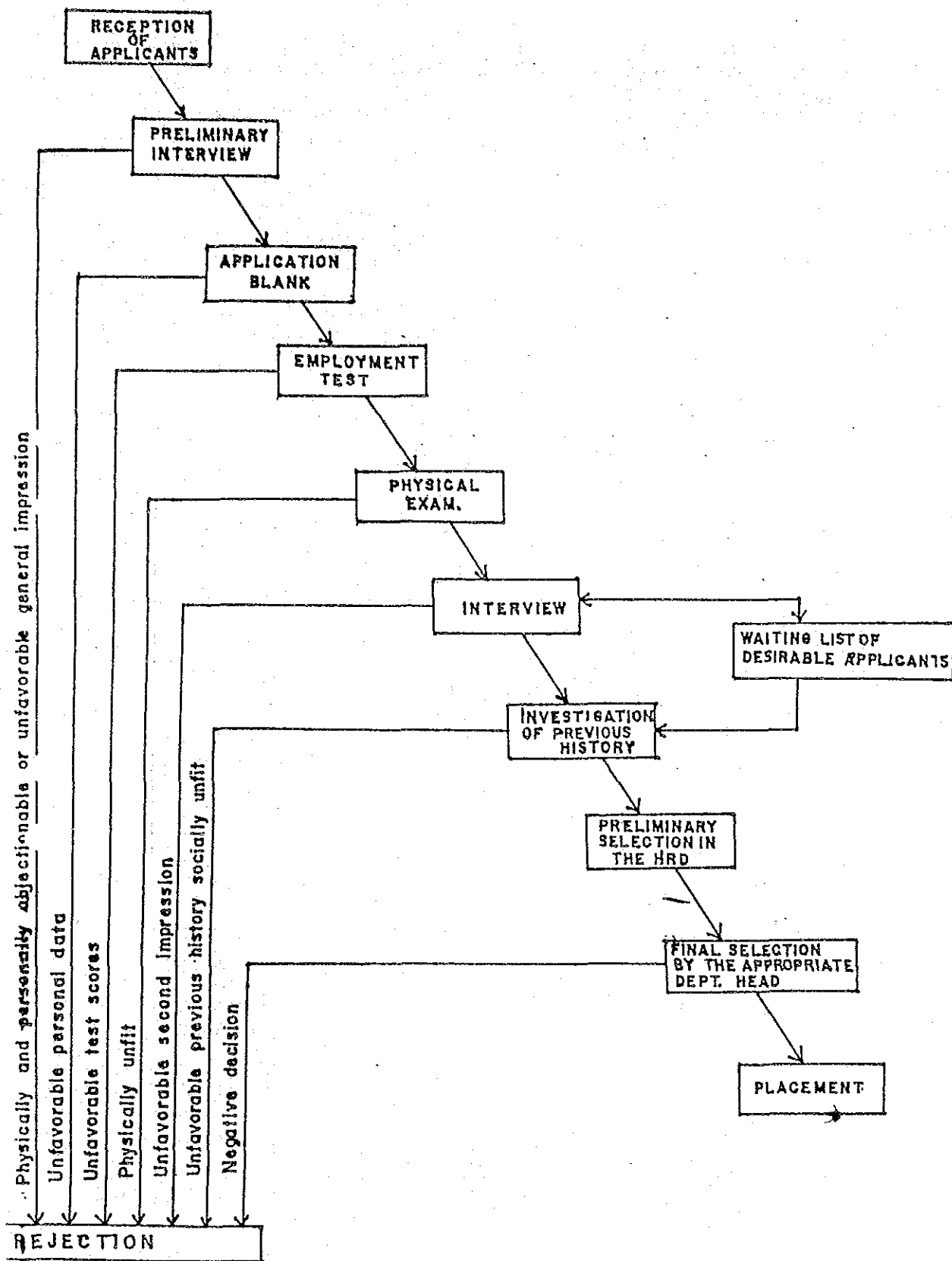
(1) Equipment and Buildings requested by the Philippine Government will be further studied by the Basic Design Survey Team within the framework of Japan's Grant Aid.

Page 21.

(2) The Mission recommended that the duration of the upgrading course should range from 3 to 6 months and the size of every class should be limited to 40.

NMP FLOW CHART OF SELECTION PROCEDURES

ANNEX I



peace and order condition, interesting places to visit in the area, etc. School authorities are ready to assist the students to achieve the objectives of the training and attend to the personal requests and needs of the students. An information pamphlet will be distributed to the students.

2. Certificates of Proficiency in accordance with IMO regulations will be given to successful graduates after completion of the training courses.

3. Students shall secure appropriate clearance from the Training Center prior to departure.

4. After-Training Reports shall be submitted by the Heads of all departments.

7. Training Program

Training Program will be prepared by the Filipino Professors and Instructors in accordance with the IMO standards.

8. Existing Equipment in Tacloban

(1) Training Equipment

| | |
|---------|---|
| 30 pcs. | Life Jacket (inflatable) |
| 1 pc. | Stretcher (Alum. US) |
| 30 pcs. | Life Jacket (Ordinary) |
| 1 set | Asbestor Suit |
| 1 Unit | Outboard Motor 9.9 HP |
| 4 pcs. | Fire Hose 1 $\frac{1}{2}$ x 50' (Single Jacket) |
| 4 pcs. | Fire Hose 2 $\frac{1}{2}$ x 50' (Double Jacket) |
| 2 pcs. | Megaphone with whistle |
| 2 units | Overhead projector |
| 2 pcs. | AP Nozzle 1 1/2 |
| 2 pcs. | AP Nozzle 1 1/2 |
| 6 pcs. | Smoke Mask |
| 30 pcs. | Safety Helmet |
| 1 pc. | Project |
| 1 | LST |

(2) Inventory of Films

1. Keep it Clean
2. Flammable Liquids - Beware
3. Dangerous Goods at Sea - Part I
4. Watch that Space Confined Space Hazard
5. This is your Lifeboat
6. In the Event of Fire
7. Putting Fire Out

3. フィリピン全国紙からの切抜き記事



Survey Mission.

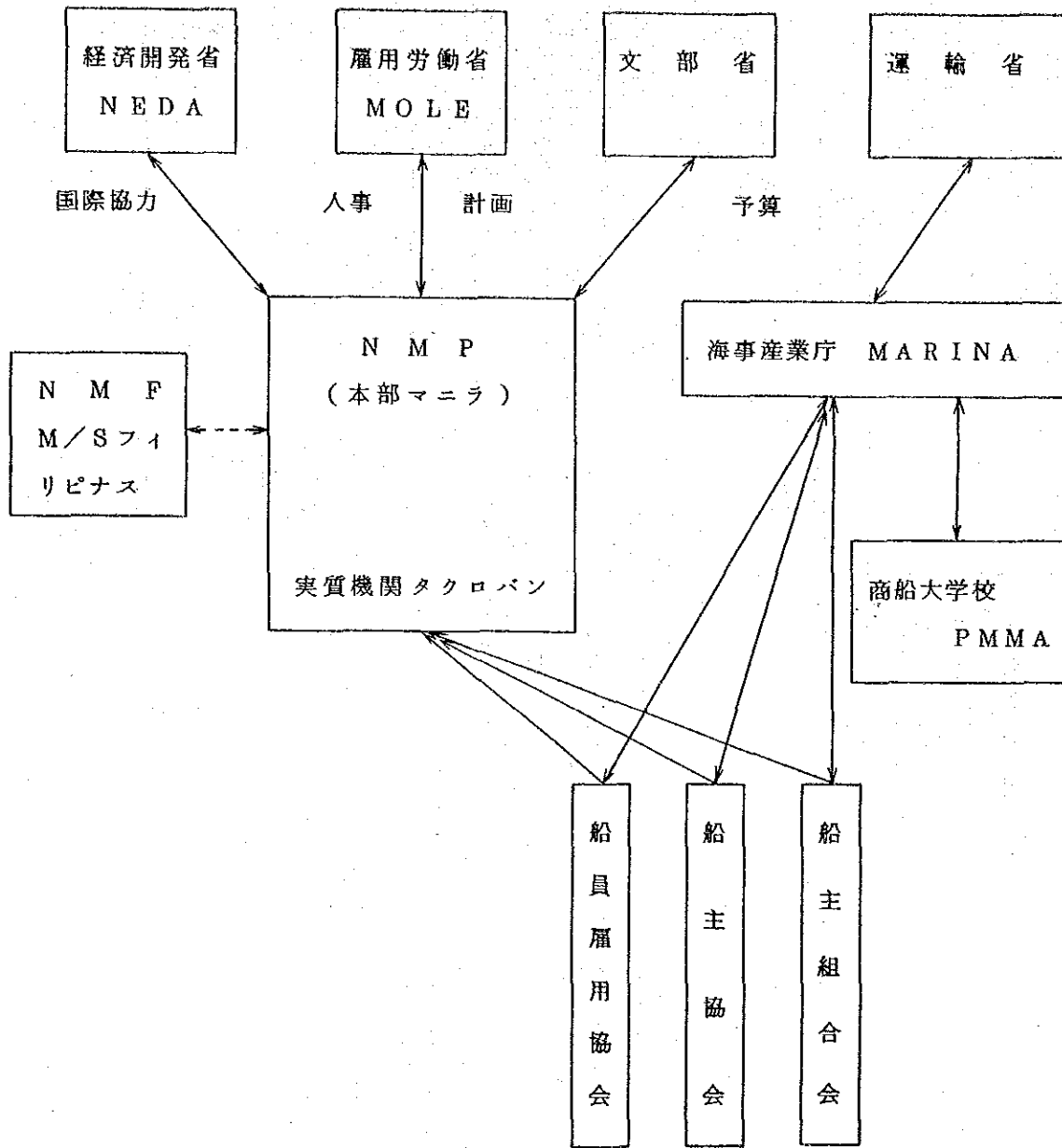
Labor and Employment Minister Blas F. Ople greets Shozo Kato, chairman of the Department of Navigation, Ministry of Transport, and head of a seven-man Japanese survey mission that paid a courtesy call on the labor minister yesterday morning. The group will stay in the country until Aug. 31 to study the proposed expansion and modernization of the National Maritime Polytechnic (NMP) of the Philip-

pines. Other members of the mission are Takashi Nakamura of the Maritime Technical College, Tadashi Oki, Ministry of Transport; Keiji Kishimoto, Maritime International Cooperation Center; Takeshi Sugiyama, Ministry of Foreign Affairs; Hiroshi Gotoh, Japan International Cooperation Agency, and Takeshi Komori, JICA.

METRO MANILA TIMES

Saturday, August 20, 1983

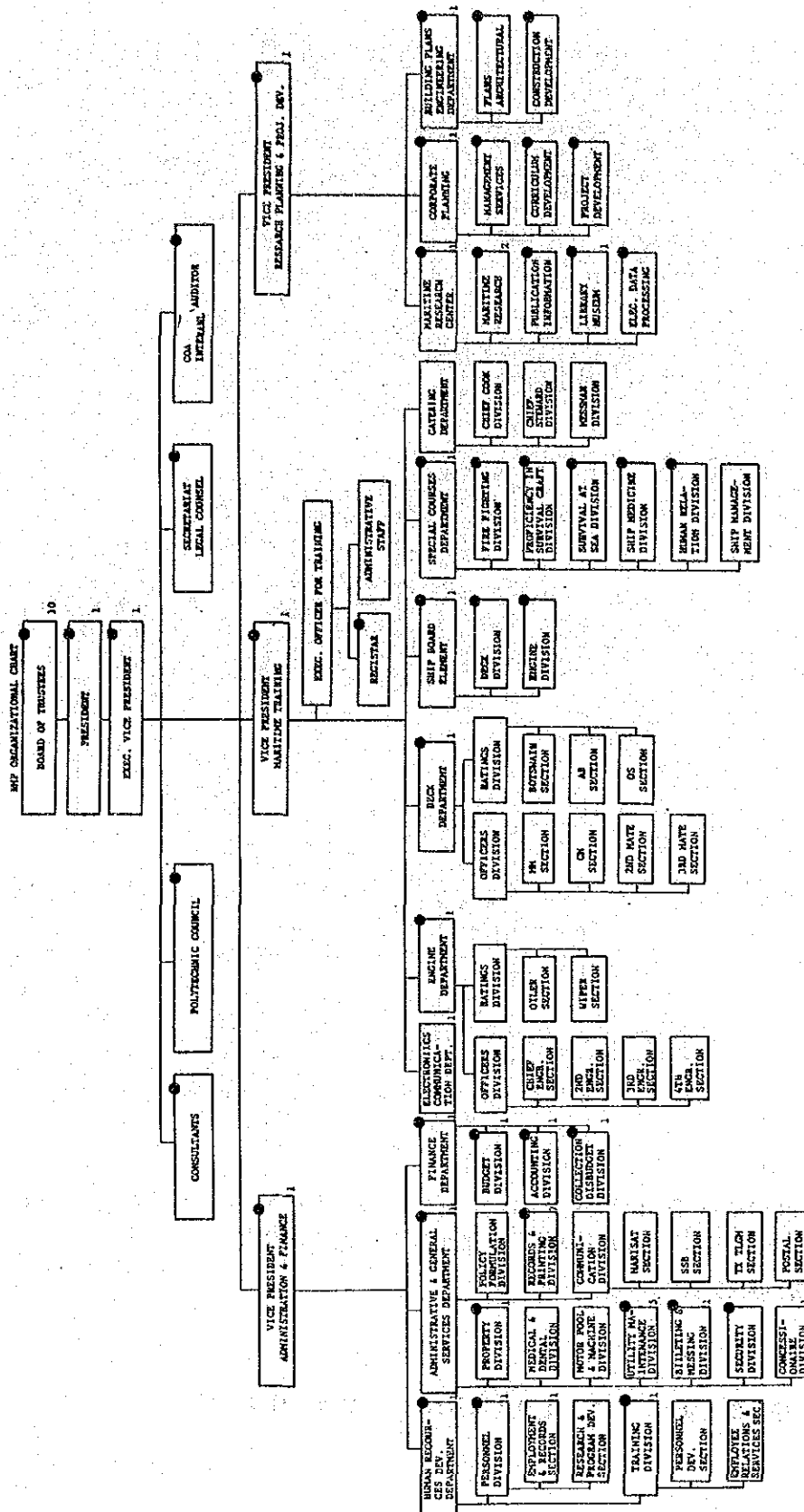
4. NMP組織関係図



※その他、POEA (Philippin Overseas Employment Association) がある。〔国の機関で、手続きのみ実施する機関〕

- 船員雇用協会 — FAMU
- 船主協会 — FSA
- 船員組合会 — SEAMEN'S UNION

5. NMP 組織図及び合同委員会構成メンバー



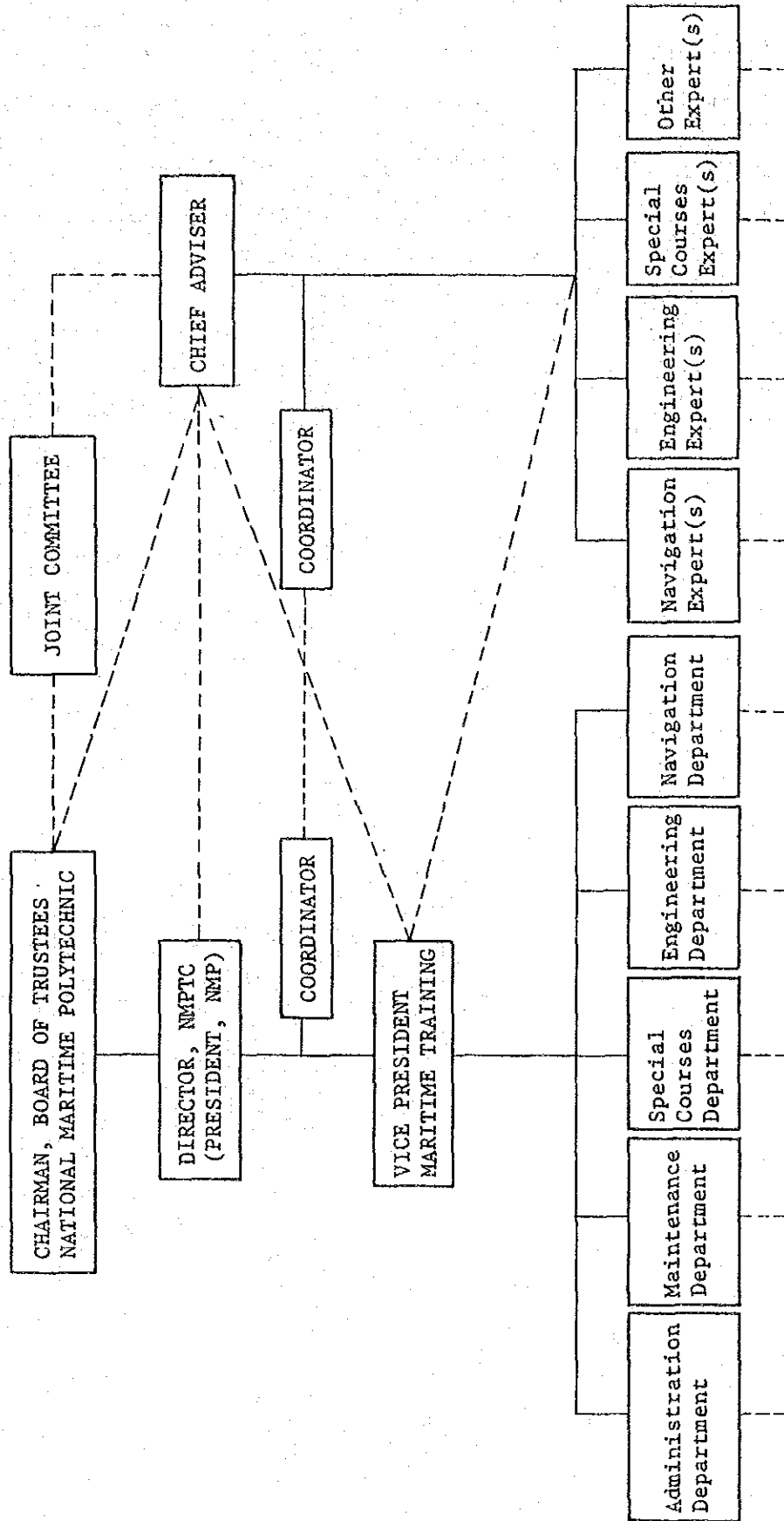
● EXISTING DEPARTMENTS & DIVISIONS

合同委員会の構成メンバーは下記のとおりである。(表 8.)

| | |
|---|---|
| <p>Chairman :</p> <p>Philippine Side:</p> | <p>Chairman of the Board of Trustess, NMP</p> <p>Director of the NMPTC (President of the NMP)</p> <p>Representative of the NEDA</p> <p>Personnel designated by the President of the NMP, if necessary</p> |
| <p>Japanese Side :</p> | <p>Chief Adviser</p> <p>Coordinator</p> <p>Japanese experts designated by the Chief Adviser</p> <p>President Representative of Manila Office, JICA</p> <p>Personnel concerned with the Project to be dispatched by JICA, if necessary</p> |

6. プロジェクト実施体制

ORGANIZATION CHART



JICA

1