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EDITORIAL

The social work profession is one of the commonly misunderstood professions in the country. This misconception has its roots in the early beginnings of social work where helping the poor and the distressed was characterized by dole-outs and other charitable works inspired by religious beliefs and practices.

In 1965, R.A. 4373 was promulgated in order to regulate and professionalize social work practice in the Philippines. Despite this law, however, the perception that social work concerns itself purely with welfare activities or projects has persisted up to the present time. It is therefore common that, here and there, one hears well-meaning individuals say they are doing social work, loosely referring to social work as merely dispensing a set of helping activities particularly the provision of material needs.

Social work means much more than this. It is a (social) science that requires mastery of a body of knowledge and skills gained through professional education and experience. It is concerned with planned change. The social work profession aims at developing the capabilities of people to adequately cope with problems and effectively manage their own affairs in a manner that enhances their dignity and worth as human beings.

In the Philippines, social work intervention is facilitated through the integrated method of social work practice where either an individual, a group, or a community is made the initial point of entry in the helping process. Based on the prevailing situation, the social worker facilitates the problem-solving process eclectically and appropriately using the case work, group work, and community organizing methods as indicated.

There is now an increasing awareness on the importance of the role of the profession in effectively bringing about desired changes in people's attitude and behavior. As a result, the demand for skilled social workers has expanded beyond the traditional fields of practice. Today, we find our colleagues prominently working in industries, business and banking, housing, schools and courts, medical and psychiatric settings.

On behalf of the Philippine Association of Social Workers, Inc., (PASWI), I am grateful for the opportunity given to us to write about and share important information on the essence and scope of social work as a profession to enlighten the public on the social work profession.

The following are four articles prepared by professional social workers who have distinguished themselves in different fields of social work practice. I sincerely hope that these will serve to clarify and describe the role and contribution of the social work profession in social welfare and societal development.

ANGELA MA. PAÑGAN
President, PASWI

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Realities of the Disaster Relief Operations: The Mt. Pinatubo Experience.

Presentation and Assessment of Social Work Practice in the Field of Disaster Relief

by Celia C. Yanco*

Introduction

Most regions of the Philippines have experienced typhoons, floods, volcanic eruptions, and other natural disasters but no region can claim to have experienced massive and extensive damage as what the Mt. Pinatubo eruption wrought in Central Luzon. It is the worst and longest single disaster that has been affecting a region, the end of which no one can predict. It is unique also, because two phases of disaster operation (rescue/relief and rehabilitation) are happening simultaneously.

While the eruption has brought about extensive dislocation and damage, it has brought about positive things as it brought to fore the importance of disaster preparedness and management, focused attention on what the government and non-government agencies can do together, and highlighted the value and significance of professional inputs in disaster operations particularly that of the Department of Social Welfare and Development (DSWD) and the social workers who man it.

A situationer on the effects of the eruption

An assessment of the professional inputs can only be appreciated against the backdrop of the nature, extent and magnitude of the eruption. As of August 31, 1991, five out of six provinces and two out of five cities, 45 municipalities, and 241 barangays have been affected by the eruption and the aftermath of mud and lahar flows.

A total of 246,297 families (1,156,773 persons) were affected, 8 percent of which are Aetas, and 92 percent, lowlanders. A total of 107,989 homes were damaged (40,668 totally and 67,321 partially), 40 percent of which belong to families in the poverty threshold. The death toll was recorded at 583, with 184 injured and 23 missing. In addition, countless people suffered from trauma, stresses, and psychological problems.

Damage to agriculture has been placed at ₱ 1.161 billion while the unemployment figure rose to almost

450,000 persons which was compounded by the closure of Clark Air Base.

Implications of the damage

Given the vast damages, the following implications have to be addressed: (1) data and figures need to be translated into real persons whose need have to be assessed for rehabilitation purposes; (2) regular programs and projects have to be temporarily realigned; (3) additional resources have to be focused to provide basic necessities of food, medicines, clothing, and shelter for the victims; (4) long-term development needs of relocation, resettlement, and livelihood have to be addressed; (5) classroom to pupil ratio will worsen; (6) housing backlogs will worsen; (7) new communities to replace those wiped out have to be created; (8) displaced cultural communities have to be resettled in areas approximating their former settlements; (9) health services will be in demand; (10) psychological trauma and emotional stresses have to be addressed; (11) affected people have to be enabled and empowered; (12) jobs and employment have to be generated and agricultural workers, re-trained; (13) special services for disadvantaged groups such as children, women, and the elderly have to be developed; while (14) all resources must be pooled together to promote synchrony and harmony in service delivery.

Disaster operations

Due to the foregoing, the DSWD and the social workers have been involved in three (3) phases of disaster operations— rescue and relief, rehabilitation and restoration. In practice, however, rehabilitation and restoration are lumped under rehabilitation. In the Pinatubo eruption though, the two phases of rescue and relief and rehabilitation happen simultaneously depending on areas affected.

The DSWD is an active member of the National Disaster Coordinating Council (NDCC) and the chairman of its relief committee which is responsible for coordinating relief activities of providing temporary shelter, food, and clothing especially in evacuation centers.

The DSWD's direct involvement in the eruption started on April 4, 1991 in Botolan, Zambales when two evacuation centers were opened for 148 families with 472 persons who evacuated because of spewing of smoke, ashes, and some mudflows in their areas.

It was June 15, 1991 when the powerful explosion of Mt. Pinatubo occurred in tandem with the heavy rains spawned by Typhoon *Diding* sending stone, sand, and ashfalls all over Luzon and as far as Palawan. This point signaled the sudden increase of evacuation centers from less than 30 to 395 centers and the increase of affected families from 2,000 to 150,000.

What made the situation more exacting on social work was the fact that we in the DWSD are all victims of the disaster as our own houses were deluged by either stone or sand, depending on how far we were from the center. At that point in time too, our workers were torn between their jobs and their families. It was really a very trying time as we struggled between our professional and personal responsibilities. Those very trying times and moments have proven, however, that most of the DSWD workers were indeed committed; for while a number were affected with fear and immobilized by the incident, a big majority stayed on their posts and continued to serve.

And how exactly did we manage and cope with all these problems and situations?

The fact that evacuation centers were already operating in the provinces of Zambales, Tarlac, and Pampanga long before the major eruption gave a sort of dry run for all of us on how to manage a calamity as prolonged and protracted as Mt. Pinatubo. Having sensed the incapability of the workers in the affected areas to cope, the reinforcement of additional staff to the affected areas from the non-affected areas was effected. When these proved to be still inadequate, requests for reinforcement from as far as the Bicol region were made. A 24-hour regional operations center headed by the regional director with staff assigned to different tasks to monitor was set up in the regional office. An NGO desk was set up, replicated at the lower levels to attend to the collaboration and coordination with NGOs and civic groups. In addition, coordination with other regions was done to return families to Central Luzon.

The relief committees of the provincial and municipal coordinating councils were activated to respond to the needs of the evacuees as well as the poor people in the communities needing relief services. Delineation of roles and responsibilities was worked out between the DSWD and the NGOs manning evacuation centers such as the Philippine National Red Cross, World Vision, and other groups.

At the evacuation centers, the social workers organized volunteers, mostly day-care workers and

DSWD client-volunteers, to assist in the operation of the centers. The evacuees themselves were organized into brigades and teams and assigned to tasks such as cooking, cleaning, providing security, order, etc. Schedules of activities were structured to keep order in the centers. Coordination was done also with other agencies, primarily with the Department of Health and the Department of Education for social services for the evacuees. Furthermore, meetings with other government agencies and non-governmental organizations were initiated to thresh out issues in coordination and service delivery.

Regional office staff were all mobilized to provide technical assistance to the field workers. Meantime, the DSWD central office provided support by pumping in logistics in fund and commodities and sending senior staff to assist in monitoring the situation.

In coordination with the Department of Health (DOH) Task Force on Mental Health, stress debriefings were held with the evacuees. Other activities undertaken in the evacuation centers included social preparation, day care service for pre-schoolers, supply mental feeding for children 0-6 years old, conduct of sessions on maternal and child care, recreational and cultural activities and skills training and livelihood projects. The *balik-probinsiya* project was also made available to the evacuees/victims.

An assessment of the social workers' role in disaster management

Before looking into the roles which the social workers engaged in the disaster operations and the methods, approaches and strategies used, the following matters need to be mentioned:

1. The continuing uncertainty of until when, where, and how the next eruption and mudflows will continue or occur, and therefore, how the people will be further affected;
2. The magnitude of the displaced families and individuals, bringing the ratio of one worker to 5,000 people at a time;
3. The pressures of politicians who insist on their own ways and/or who intervene in disaster operations;
4. The frustrations, anger, fear, and feeling of helplessness and anxieties of victims which are often displaced to the workers;
5. The pressures of media groups on the lookout for lapses and mistakes;
6. The numerous accounting and reporting expected by higher levels of management to conform with transparency and accountability;
7. The non-cooperation of some GOs, NGOs, and civic groups who still insist on doing things on their own;

8. Unscrupulous people who take advantage of the disaster situation;

9. The jealousy between the *Actas* or *kulots* and the lowlanders or *unats*;

10. The fact that not all of the social workers were trained in the disaster management; and

11. The reality of the lack of familiarity with the psycho-social make-up and cultural values of the *Actas*.

For most of the disaster operations, we acted as advocate, enabler, catalyzer, planner, and manager. Community organizing was the method employed mostly by us. From the conduct of coordinative meetings at the regional, provincial, municipal, and even barangay levels up to the organization of people at the evacuation centers, we made use of our skills in C.O. The tasks of initiation, motivation, and collaboration

in very chaotic and stressful situations. Since social work graduates will be exposed sooner or later to managing people, resources, and funds in the field, the offering of more management subjects even in the undergraduate level may have to be considered. Field practice and exposures should likewise include disaster operations to give the students a feel of how it is to manage a disaster.

The agencies, on the other hand, should ensure that adequate training in disaster operations and management are given to direct service workers as well as supervisors. Linkages and networking with NGOs and other GOs should likewise be demonstrated especially during disasters. The intervention on comfort-giving should likewise be enriched, demonstrated to the field implementors, and should be a priority service in addressing psycho-social needs of clients. The practitioners' skills in communicating should likewise be continuously upgraded.

"For most of the disaster operations, we acted as advocate, enabler, catalyzer, planner, and manager. Community organizing was the method employed mostly by us."

were always indicated. CO was also employed in working with GOs and NGOs.

The organization of evacuation centers also called for the application of group work by the social workers manning the centers, especially among the specialized groups that were organized such as the women and the youth sectors.

Social preparation of the victims for the next phases of the disaster management was also intensified. Instances when social workers applied case work among family members who had conflicts and individuals with problems were also present. The whole situation called for our management skills in planning, organizing, staffing, directing, and coordinating.

And how did we fare in all of these expectations?

While we fared well in our disaster operations, admittedly, there were lapses as in any operation. In the group of government workers during the disaster, the DSWD workers evolved as the most visible and efficient.

What can be done to enhance further the role of social workers in disaster operations?

The academe through the *National Association of Social Work* should start considering the inclusion of disaster management in the social work curriculum. Community organization or group work should also consider disaster or calamity content, so that the students are exposed to the nuances, constraints, and situations attendant to managing groups or individuals

Social preparation should take into consideration timely information-giving on the inputs of other agencies and organizations. Social preparations for inter-agency collaboration should also be explored for service providers.

Disaster-preparedness seminars for workers and community leaders as well as community members should also be given priority.

Indeed, disaster operations bring to the fore the need of honing and demonstrating our social work skills and abilities in crisis and stress management. It also surfaces the desirable qualities of a true enabler. And what are these desirable traits?

Firstly, a disaster or calamity calls for the composure and calmness of the worker who must also possess a deep sense of commitment, and a high level of integrity. Secondly, the worker must have the presence of mind, the ability to think clearly and decide firmly on the day-to-day matters that confront him. Thirdly, he must possess a sensitivity to the needs of others and to the environment and thus act promptly. Fourthly, he must be endowed with creativity and innovativeness that are enhanced under stress. Above all, the social worker must have a strong belief and retain a faith in God, ever trusting that God is in control of everything.

**Celia C. Yanco, DSWD Region III director, presented this paper at the recent ISSC-PASWI Scientific Meeting, PWU, Manila. Ms. Angela Maria Pañgan condensed this paper for this publication.*

Human Rights: Asian Perspective for Social Work

by Evelyn B. Serrano and Paul F. Dolan*

Introduction

The first of the international policy papers produced by the International Federation of Social Workers (IFSW) was on human rights. This was no accident. Written by social workers, the paper derived from the "struggle for the physical, mental, and moral integrity and work of each human being." It declared the indivisibility of social work and human rights. It proclaimed the unique role and responsibility of social workers; recognizing and diagnosing psycho-social problems and developing and providing social services. Both values and skills are involved. However, social workers as advocates for change may themselves be subject to repression and abuse. There is a clear duty of social workers not only to provide direct positive help, but also to work for the attainment of basic human rights.

We try to set these universal aspirations against our different (Asian and European) realities. Following the creation of the IFSW Commission on Human Rights in the 1988 General Meeting, we will try to assess what has been attempted, identify our strengths and weaknesses and come up with some suggestions and recommendations for concrete activities. We will also assess what other practical possibilities there are advanced at different levels.

The diverse situation of human rights in Third World countries

In Asia, the concept of human rights can only be understood in the context of the forces which have shaped the histories and societies of the region.

As in the other Third World countries in the world, Asia has through the centuries of oppression and exploitation acquired a broader meaning from individual rights, rights of groups, tribes and class, to rights of peoples or rights of nations. This concept has developed through the people's collective struggle for self-determination and for freedom from colonial domination, exploitation, and oppression in their many forms.

This does not imply that individual rights are no longer at issue in Third World countries. But when people are victimized by the hundreds and thousands, by unjust structures and inhuman relations and practices, rights such as free expression, free association,

etc., cannot be considered as ends in themselves but merely as means to right the greater wrongs.

In Asia today, the issue of human rights continues to confront its peoples in the name of "development", "national security", and other justifications governments and their colonial masters could think of. But whatever name they call it, a violation is a violation.

In the last assembly of the Regional Council on Human Rights in Asia held in Singapore in January 1990, the following concerns were taken up:

1. The dispossession and displacement of large number of indigenous people from their traditional land and habitat. In particular, there are cases of dispossession of the Penan in Sarawak as a result of indiscriminate logging; displacement of farmers in Cimacam, in West Java, Indonesia, in order to build a golf course; and the uprooting of people in Chachoengsao Province and other areas in Thailand.

2. The problem of internal refugees in the Philippines brought about by counter-insurgency measures adopted by the Philippine government. These have resulted in the dislocation of more than 30,000 people and the deaths of 318 children.

3. Enactments in Malaysia and Singapore to exclude judicial review of administrative detention by the authorities. The practice of detention without trial is a direct and institutionalized attack on freedom, human rights, and civil liberties; it blatantly disregards the rule of law and due process, and is a denial of internationally recognized human rights principles and standards.

4. Arrests and detentions of students in Bandung, Jogjakarta in Indonesia and the muzzling of the right to free speech, academic freedom, and due process of law.

5. The recent declaration of a State of Emergency in the Philippines under which the president exercises sweeping emergency powers, including the power to take over management of private enterprises and restrict rights of peaceful assembly and press freedom.

6. The failure of governments in the region to protect children from exploitation and abuse. The Council noted that in Thailand, trafficking of children

has become a serious problem, and in the Philippines, the sexual exploitation of children has become rampant. The need to take immediate remedial measures assumes greater force in view of the recent adoption by the UN of the Convention on the Rights of Children.

7. The Council also saw proposals contained in the Singapore government's White Paper "Maintenance of Religious Harmony" as interfering with freedom of speech and freedom of religion enshrined in the Universal Declaration of Human Rights.

This continuing trend of most governments in the region towards greater repression and militarization is indeed, as ever, alarming. It is evident that the people can no longer remain in silence while their basic rights are being violated. They can no longer tolerate poverty and living without dignity.

This growing awareness of the peoples' rights challenges the governments; and instead of addressing the social ills that have plagued their peoples for generations, the response is more repression and militarization.

This perception of most governments is even reinforced by the larger powers who feel threatened by the resurgence of Asian nationalism and thus, will do all kinds of maneuvers to maintain the status quo which clearly benefit their economic, political, and security interests.

Any attempt to change these structures must be checked. It can be noted that military and economic aid are usually offered not so much to improve peoples' plight but to ensure that government priorities are geared towards the economic, political, and security interests of these larger powers. This explains why a big slash of the government's budget is allocated to military and defense (in the Philippines, an astonishing 44 percent of the total budget is allotted for payment of interest of foreign debt) compared to smaller allocations for health, education, housing, and other social services.

Prof. Dante Simbulan in his speech before the Asian Forum on Human Rights aptly puts it:

"And so in Asia today, peoples' rights would primarily include: freedom from starvation, from illiteracy, from indebtedness, from homelessness, and from unemployment; the right of people to food, the right of peasants and workers to decent living and working conditions, the right of women not to be exploited and discriminated against, and the right of children not to die a slow death or to suffer stunted growth and development."

In the diversity and similarity of situations in Asia, the call for solidarity has become all the more imperative. A common concern for the life and dignity of

every human person, and the rights of peoples for self-determination and development goes beyond all other specific issues. Human rights is the very essence and core of the social work profession. It manifests the universality of social work practice.

IFSW's response

Recognizing the human rights situations in various regions, affecting not only the vulnerable groups most social workers are involved with, but social workers themselves, IFSW made human rights as one of its thrusts in its 1988 General Assembly. It was a call for solidarity of all social workers in all member countries to focus their attention on this issue. Aside from pursuing the possibility of human rights becoming a core part of social work training initiated by the European region, the IFSW Commission on Human Rights, the body created to work on human

In Asia today, the issue of human rights continues to confront its peoples in the name of "development", "national security", and other justifications governments and their colonial masters could think of. But whatever name they call it, a violation is a violation.

rights concerns, is developing an urgent action network which supports colleagues and other social service workers who have become victims themselves. We are active in campaigns for the release of detained colleagues and justice for the disappeared social workers, mostly in Singapore, Malaysia, Philippines, Latin America, and Africa. Our intervention comes in the form of petitions and letters to governments and other authorities concerned. We are building our capability in trying to provide moral and material support to the victims and their families.

We have been partly successful in creating pressure for the release of a few colleagues, especially in Malaysia and in the Philippines. But majority of the cases have not been acted upon and requires more exerted efforts from all levels and from all directions. Much as we want to do more, we experience some constraints and limitations:

1. Especially in the Asian context, human rights advocates are regarded as oppositionists and to some extent subversives and communists.

Social workers employed by governments and social work associations organized and/or mainly influenced by governments are hesitant to be involved in human rights issues for fear of being identified with opposition, of losing their jobs and for fear of their life and safety.

2. Human rights advocacy work is not an easy job. It requires some degree of courage and determination, of consistency and commitment of strength, physical, moral, and psychological. Especially when practised, in the context of repressive governments, the threat to one's life is very real. In the Philippines, lawyers who took up human rights cases were killed themselves. Several leading lawyers have been assassinated since 1987 and an average of three church workers engaged in pastoral work have been either killed, detained, disappeared, or continuously threatened from 1987 to date.

3. For some reasons, many social work associations are not ready to take up human rights concern.

Some suggestions/recommendations to promote human rights among social workers

We have argued that a degree of reconceptualization of the basis of social work practice is necessary. Specifically, the introduction of human rights awareness should be included in the social work training. IFSW is preparing a Curriculum on Human Rights for Social Workers, if possible, jointly with the International Association of Schools of Social Work.

The draft curriculum gives an overview of the development of human rights, politically and conceptually. It reviews the existing international legal instruments and processes. It points to the indivisibility of human rights and social work. Case studies will be a main feature with other elements of a training pack. The module will be put to test through pilot schools and agencies in all the regions. Such tests should be quite rigorous: social workers have shown themselves to be unaware sometimes of even the *basic rights* held by consumers, so we should not underestimate the difficulty of ensuring that human rights principles are put into practice in social work. It is at the level of active commitment rather than agreement that we professionals must change.

The curriculum is not only intended for schools but for practitioners as well. In various settings of practice, human rights awareness is a must. Regional and national conferences on human rights are encouraged. Small group discussions/sessions are likewise effective in understanding human rights issues. If possible, exposure to actual violations of rights e.g. visits to detention centers, meetings with victims and their families, etc., are recommended.

In the Philippines, we are attempting to organize a group called *Social Workers for Human Rights*. This will take up concerns not only locally but also internationally. It is intended to support the local association's activities in the area of social action and legislation.

Many of the things we want to do will depend on our needs, our interests and initiatives. But it is impor-

tant to recognize the urgency to do something concrete. Those who still have the luxury to choose what they want to do are fortunate. For some unfortunate ones, there is no other option but to fight in order to survive and worse, for some, to remain silent and apathetic.

Conclusion

Recent developments in China and some parts of Asia, the growing repression and militarization and other significant changes including the growing awareness and nationalism not only in the region but in other parts of the globe, pose very serious challenges to social workers worldwide. The emergence of global concerns like destruction of environment, continuing underdevelopment, foreign debt crisis have presented more serious challenges because of their direct implications to human rights. They force us to rethink, to reassess, and reevaluate ourselves collectively as a profession and as individual practitioners. Human rights violations are direct violations of the very values and principles we uphold in our profession. We are therefore bound to protect and defend the rights of every human person we claim we are committed to serve.

Through our commitment to human rights, we are bound together in solidarity. Even if we are worlds apart, we are one. And as a Nicaraguan colleague said, "If we are one in the struggle, we are sure to win." We hope that in our struggle for dignity and a better life for our people, we will win.

**Evelyn B. Serrano, commissioner for Asia-Pacific of IFSW Human Rights Commission and Paul F. Dolan, IFSW vice-president for Europe jointly presented this paper at the World Symposium of Social Workers held in Buenos Aires, Argentina, August 8-12, 1990. Ms. Serrano, however, rewrote some parts of this paper to focus on the Asian region.*

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A Model of Social Services Skills Development Program in Industry

Based on the Experience of the Manila Electric Company

by Annabelle C. Singzon*

The involvement in social services of Manila Electric Company (MERALCO), the biggest public utility in the country, gave impetus to the stature of Philippine social work in industry. Being the first industrial social work unit in the country, the relevance of social work techniques on management skills was put to test. As an outcome of this exposure, the social worker in this setting emerged as a new person equipped with the new competence of managing social services in this specific setting.

Conscious of its unique role of sharing this experience, a formal program design has been drawn and conducted as a seminar-workshop entitled, "Social Services Skills Development Program in Industry." This educational framework includes the development of the social worker as an individual person, the study of the organization — its norms, organizational climate and politics, and the presentation of a program model for the social worker in her particular field of industry.

This provides the participants with effective social work skills in industry resulting in heightened self-confidence, knowledge of corporate life and its manpower, and stabilized relationship of the social worker in the company.

A highlight of this type of social work education program to enhance the managing skills have been developed with the stated objectives, methods, topics, and scope.

The seminar-workshop intends to reach out to graduating social work students as well as practitioners to enable them to look at a clear career path with confidence, enthusiasm, and effectiveness. It is also hoped that they will be recognized and able to find their respective places in industry serving employees in the true capacity of a professional social worker.

Program design

Being the first formal social services in industry, the experience behind our administration motivated

us to assume the responsibility and commitment to impart to social workers whatever learning and practices there are in this industry setting. A program design entitled "*Social Services Skills and Attitudinal Development Program in Industry*" was developed and introduced to various professional groups especially those in the field of social work.

The program objective of the course are as follows: (a) total self-awareness concept; (b) communication skills; (c) teamwork in the organization; (d) their roles in the organization as social workers; (e) types of services (personal social work, training, counseling, community relations, welfare administration, benefits, assistance, etc.); (f) relationship of the social worker to the company; (g) typology of cases; (h) employee counseling; and (i) model program initiation.

At the end of the course, the participants will be able to identify and apply the following social work and management skills effectively: (a) human relations skills; (b) communication skill; (c) counseling techniques; and (d) management policies, organizations, and practices.

The methods used in the program are: (a) lecture (on theories); (b) exercises, group dynamics; (c) role plays, applications; and (d) workshops.

The topics highlighted in this training are: (a) the service philosophy of social work; (b) role clarification and acceptance; (c) relationship of social worker to the company; (d) study of the organization; (e) presentation of a model program; (f) employee counseling; (g) four cases (workshop); and (h) communication skills.

The duration of the seminar varies from 10 to 18 hours broken down into the following: (a) pre-need analysis; (b) orientation; (c) seminar proper; and (d) post analysis.

Training program synthesis

The initial text of this program aims to focus on the most important factor of the organization, the *human being*. It is therefore fitting that we explore the areas needed for the full development of the human potential.

When we explore, we ask some fundamental questions like "What creates the meaning in people's lives? Is it the reward of having meaningful personal and professional relationship with others? If so, how do we achieve it?"

The answer to these questions shall lead us to open ourselves to others. We shall see the meaning of personhood which eventually leads to our being sensitive to the wants and needs of others.

We shall discover our personal values and value others more. We shall imbibe our personal energy within the organization which remains hidden due to neglect or lack of timely communication and lost in the anonymity of the humdrum of work.

We shall try to discover the positive aspects in each other which shall help us improve our relationship with others. Some specific skills in social work on interpersonal relationship shall be part of this training.

We are going to deal with a professional social worker whose professionalism is not just a matter of having a license to practice but of having an attitude, outlook, or a mind set to do service.

We are also going to sharpen our skills in communication styles, i.e. symbolic, verbal, non-verbal and non-defensive. Here is also the opportunity to learn to see things from the other person's viewpoint and tell us how we can get those things on our side if we should.

Working with others needs team work. We have to know ourselves to be able to work with others. Here we shall see why teams succeed and fail by assessing the team work's strengths, weaknesses, and preferences. Work cooperation is one strong avenue to productivity.

Being aware of one's strengths and weaknesses will help surface the best in one's self. Skills in interpersonal and intrapersonal shall usher the willing self to communicate, cooperate, and team with others to achieve the fullness of his being.

Counseling as management tool

A specific module on counseling as management tool shall be highlighted here as it has proven effective in the MERALCO setting specifically among the fieldmen. Here, we are able to alleviate their personal problems from hampering work performance.

In MERALCO, the Welfare and Benefits Administration Division (WBAD) Counseling Office handles primarily problems emanating from social interactions of the employee with his co-workers, family and community. Social problems resulting from how an employee perceives himself and sees life around him are also addressed by the WBAD Counseling Office. Some problems encountered by this office are: chronic absenteeism, excessive tardiness, disappearing acts, loitering, dishonesty, burn out, diminished work output, too heavy reliance on supervisor, with holding of constructive ideas, avoidance of challenging talks, setting poor example, creating bad influence for and on fellow workers, impaired efficiency, too frequent rest period, infectious gripes and intrigues, increased number of hospital visits, immorality, and others.

Basically, managers and supervisors need to talk to the employee about his work and his family. If the conversation is done naturally and spontaneously, it amounts to an intense and productive person-to-person instruction when things get tough.

Problem employees and employees with problems are not only low performers, but also bothersome. Their low morale, lack of motivation and decreased in their work productivity can also spread over to their co-employees. Many managers and supervisors deal with these problems in any of the following ways: avoidance, overacting, complaining, or lecturing. Not one of these solves the problem on a long-range basis. Neither does it produce a "win-win" situation which results in greater productivity.

MERALCO uses counseling as a development approach as well as a set of techniques which enables supervisors or managers to deal effectively with problem employees. These employees are usually unaware that their behavior is interfering with their personal effectiveness and productivity.

MERALCO management believes that a better way to counsel is to make counseling a carefully planned part of management responsibility. As a counselor, the manager/supervisor takes on human interactions in the workplace as a test of his situational leadership. Oftentimes, he finds that well-honed counseling skills are sound tools for lasting subordinate motivation. Once employees are motivated, a good working relationship facilitates communication and personnel development programs become successful. A manager/supervisor is encouraged to practise daily counseling since virtually every personal relationship offers opportunity for the use of counseling techniques. Very often, a manager/supervisor who wants to work at developing his counseling skills will find every opportunity whenever he wishes to refine and improve them.

Through counseling, the manager/supervisor de-escalates conflict by appealing to higher values and

beliefs of the subject employees. This is an effective way of hastening professionalism among employees.

Based on MERALCO experience, counseling is a powerful tool used to address personnel-related problems to alleviate employees' tensions, to help them cope with personal crisis and solve their problems which affect their performance in the work place.

Acceptance of counseling as management tool

Counseling services as a management tool have been instrumental in the reconciliation of families, career direction, and change in work attitudes. It is able to save lives of disturbed and problematic employees who are not disposed to discharge their duties with that state of mind while stringing wires, climbing poles, driving trucks, reading meters, and the like.

As a support and supplementary counseling service, the counselors initiate community development service for four (4) MERALCO housing villages with 2,080 families at an average of four (4) children per family. They organize groups in these areas to bond themselves to meet and undertake community issues. The counselors act too as emissaries of the company to look into problematic situations with the ultimate goal of restoring peace and harmony in the community.

Employees claim that counseling is many things. A counselor acts as a pilot who assists the counselees to navigate through the various stages of disappointments. It is also therapeutic because it makes them feel not only good but better. The 14-year old counseling services of MERALCO have greatly enhanced the company's functioning. It does not only help build competence among its employees but increases the latter's ability to cope with life in the organization as well. At the work place, the counselor tries to instill among the employees a feeling of identification with the company. MERALCO, being a large organization, reduces this feeling of estrangement through sunshine laws and privacy policies discussed with them in counseling. Perhaps with the use of the right combination of keys, counselors unlock and release the innate motivation of the employees resulting in high productivity, better employee interaction, greater loyalty of

the employees to the organization, and less problems of absenteeism, tardiness, dishonesty, and others.

Counselors go uphill to prove such a noble yet abstract process. Counseling services are difficult to quantify in direct correlation with budget and cost. However, in MERALCO, the persistent use of this service points to its effectiveness, achievement, and usefulness as a tool of management in the development of its human resources.

It has been mentioned that at the end of this training and development program, participants shall be able to apply social work and management skills in human relations, communications, counseling policies and practices and, most especially, work values in the organization.

In managing social services, additional skills other than the ones mentioned as worth developing for training social workers in the industry are those skills needed in handling drug addiction, in managing collective bargaining issues, in pre-retirement planning, in promoting mental health care, and in handling corporate social responsibility involving community/consumer relations, use of manpower potential, for the society at large, economic development, housing problems, and environmental issues.

Synthesis

Speaking of industrial social workers, graduates, and professionals are encouraged to equip themselves with knowledge and skills relevant to the norms, politics, climate and operations in the industrial setting. Some factors which can be a good part of this continuing education are legal knowledge, personnel management, and project research and studies.

The social workers assigned in industry must be aware that this setting requires an entirely different approach specifically as to the level and demand of its manpower.

**Annabelle C. Singzon, superintendent, Welfare and Benefits Administration, MERALCO, presented this paper during the 10th Asia-Pacific Regional Seminar on Social Work, held on Aug. 30-Sept. 2, 1989 at the National University of the Singapore, Republic of Singapore.*

A Study in People Empowerment in the Struggle for Social Transformation:

Implication to Social Work Education and Practice

by Grace de la Costa-Ymzon, Ph.D.*

Introduction

This paper is a case study of a rural, impoverished community. It is a work of more than a decade, which started when in 1978 up to 1982, the Action Research Group for Social Development, a non-governmental organization, conducted leadership training and community organizing for 200 individuals from all sectors of farmers, fishermen, women, youth, teachers, office workers and municipal officers, and private organizations in Pantabangan, Nueva Ecija. The impact of the training has since become the subject of a research using participatory method.

Theoretical Framework

The reality of poverty has structural bases in the power relations among nations. Though poverty is as old as civilization itself, it has not been given the kind of explanation that traces its original source from exploitation of the rich natural resources of a nation by another.

The proponents of the dependency theory criticize the 'main stream' modernization theory mainly for treating the development in the Western capitalist world as separate and isolated from the underdevelopment of the Third World countries.

The Third World became underdeveloped because of its contact with the capitalist world which extracted economic surplus from the former by "distorting agricultural production, exhausting raw materials, exploiting cheap labor, and by generally restructuring their economies in line with Western rather than Third World needs."¹

Harry Magdoff, a political economist, in his article, "The Impact of U.S. Foreign Policy on Third World Countries," summarizes in two parts the impact of the policy, first, by defining industrial backwardness in Third World countries pointing to twenty, thirty, or more characteristics of underdevelopment. The problem he says with this approach is that little distinction is made between symptoms and causes. These characteristics include poverty, population explosion, illiteracy, ill health, malnutrition, etc. Further he said,

that "the main direction of U.S. academic thought and U.S. foreign policy, is to shrink from the dangerous implications of restructuring social and economic systems. Instead the focus is on simpler, more comfortable, and safer ways out — population control and the spread of modern technology through foreign investment and foreign aid."²

The second part of Magdoff's postulate is that social transformation is one of the means for socioeconomic restructuring of the institutions paving the way for more equity in the distribution of wealth and in access to power particularly in the process of making decisions which affect the lives of the majority.

From the above assumptions, one sees power as the key factor to social transformation. The major premise upon which the issue emanates is the fact that powerlessness is a function of poverty. It is a condition where, because of lack of knowledge, skills, technology, and logistics, people are consigned to a position of passivity and dependency.

In developing countries referred to as the Third World which has a long history of neo-colonial rule, Dos Santos of the University of Chile, stated that "(One) cannot talk of poverty of people and nations without confronting the political economy of international development as it pertains to the relations among the countries of the North and the South."³ This is otherwise known as the dependency theory. (Figure 1)

The leading figures in this theory are: Paul Baran, "who perceived deep conflict of interest between the West and the Third World"; Andre Gunder Frank, who states that, "The West develops because it exploits the underdeveloped,"; and also Samir Amin of Africa and Dos Santos of Chile.

Dos Santos characterized the relationship between the West and the Third World as uneven, dependent, and exploitative, wherein peripheral nations get very much less from selling raw materials but spend more to buy back these materials as finished products. Labor in Third World countries is cheap

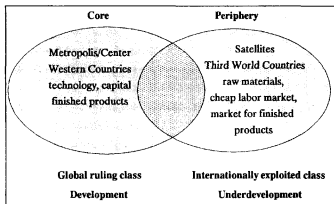


Figure 1 shows the relationship of dependency between the core and peripheral nations, referred to as the dependency theory.

which makes them a bargain basement for the West. This provides the capital to the former.

Technology transfer is another issue. The West transfers static not dynamic technology. The former is in the form of knowledge as to *how* to use and manipulate the machine; while the latter makes use of higher basic sciences as in laser or quantum physics. In other words, the peripheral nations are not taught the *why* of technology.

In Third World countries today, many realize that cutting off from this dependency through a strong political will to become self-reliant via a network of industrialization is the only solution. We have seen the models in the People's Republic of China, Singapore, Korea, India, and lately, Malaysia and Indonesia. With different ideological persuasions each country adheres to, there is but one common goal—social transformation.

In the Philippines, the national leadership appears to be lagging behind its neighboring countries in Southeast Asian region. Seemingly afraid to cut off from its Western capitalist connection, its policies of dependency on foreign capital, foreign aid, and giving highest priority in its budget to debt servicing are considered kinks in the economy.

Thus, the initiative to develop impoverished communities comes mostly from non-governmental agencies such as the church, professional groups, and social development organizations. Using people's participation, a concept where the essence is in power sharing, community-based programs in health, nutrition, and welfare services are now being put in place.

Social transformation now slowly emerging from several communities in the Third World countries rests on the variant of people's empowerment. If

power has always been vertical, that is top-down, where the base consists of the majority as the recipient of political largess, it is because "values have always been collectively defined by the dominant ruling class."⁴ To reverse the tide from vertical to horizontal flow is to empower the people.

Two schools of thought on the subject matter posit the belief that (1) power is given and authority is conferred; and (2) it is the enabling process which is developed out of the capabilities of the people. This enabling concept of empowerment, "takes as its fundamental premise that the people in the rural areas have the basic

capabilities to improve their quality of life and that the problems confronting them can be overcome through their own efforts with assistance and support from development agencies."⁵

The role of the development agency is to facilitate and enable the capabilities of people to make decisions and to manage their own affairs. Confidence in the basic capabilities of people is reinforced by the notion that:

"People are the means and the ends of development and that they are the very instrument for their own self-realization. The strength of a community lies not in the amount of assistance poured into it, but in cultivating the capabilities and potentials of the people for their own development."⁶

In the concept of empowerment as the facilitating variant, the transfer of knowledge and technology through cognitive mapping is crucial.

Cognitive mapping is the process of laying the boundaries of knowledge from both sides. It is wrong to presume that people do not have knowledge and technology. For example, folk medicine has long been used even before modern medicine found its way to the villages, and has its efficacy and dependability. On the other hand, modern medicine is rationalized by its scientific validation.

In cognitive mapping, two systems are involved: the traditional (as in the case of beliefs, norms, and values regarding health) and modern (as in the case of modern health care).

Figure 2 shows the process of stabilization, when elements of two systems: the community beliefs and sentiments about health, and the external development agency's technology and knowledge mesh, alter,

and stabilize. These elements of beliefs, norms, and values mesh like threads closing in on spaces of seemingly irreconcilable differences between what the people know and what they can know.

Institutionalization of new values, resulting from a blending of traditional and modern knowledge with the application of new technology, a harmony between old skills and new techniques, is an indicator of the beginnings of social transformation.

Methodology

Using the case study method, the study will show that people empowerment is an innovative means towards social transformation, where the role undertaken by the people and the non-governmental agencies are variants from existing and conventional methods of developing communities.

The thrust of the project is total involvement of people from the initial decision-making to the evaluation of the project.

The Malbang Case (A rural community)

Malbang is a rural area, some 180 kilometers from Manila. Malbang is also four kilometers from the center of the town of Pantabangan, Nueva Ecija, the province where this community is located.

Four women were trained in primary health care for a period of one year. After echoing the seminar in three (3) areas which have a total population of 50

families or 270 individuals, they conducted a class for mothers. They used collage for their visuals. Together with the graduates of that class, they surveyed the three areas in order to obtain a health profile.

Of the 270 population, 80 are males, 70 are females, 50 are youth, and 70 are children (0-10 years old). The main occupation in the areas surveyed is farming. The youth are all out of school and are helping their parents in the farm.

The most prevalent diseases are pneumonia and peptic ulcer. Malaria is endemic in the area; hypertension is sporadic. Because of these findings, the health workers organized a system of monitoring the occurrence of these diseases, whereby every household is registered in the *Sentro ng Kalusugan* (Health Center) which was built by the people.

If a member of a household gets sick, his condition is registered during and after illness. If the disease is infectious such as typhoid, malaria, or any other reportable diseases, the health worker immediately registers the case with the Municipal Health Office.

In the Center, families are given medical check-up by the health worker. If the disease is upper respiratory tract infection, they are given home remedies of salt solution gargle, plenty of fluids, and *kalamansi* juice. People have shifted to fresh fruit juice from coca-cola.

If the cough persists to more than a week, eucalyptus tea is given. SLK (*sampalok*, *luya*, *kalamansi*) cough syrup is a decoction from medical herbs. The health workers prepare this and keep the preparation which has a six-month effectiveness. With the use of herbal medicines, the community hardly buys industrial drugs.

Monitoring is essential in the area which is four to six kilometers away from the municipal town. But the health workers have proven themselves efficient in monitoring diseases which they report to the Health Office.

Regular check-up for hypertension is also conducted. Those found to have an elevation of 180/100 are advised to take crushed garlic with the proper dosage and to take it with a full stomach. In the case

Fig 2. Institutionalization of new values and norms in health care

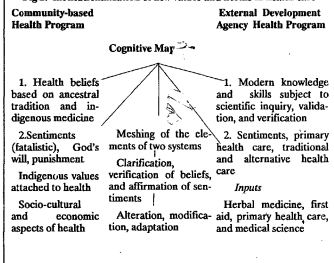


Figure 2 shows the process of institutionalizing new values and norms in health care in a community-based health program, where elements of beliefs and sentiments of two systems mesh, alter, modify, and adapt new values and norms in health.

of hypertensive patients, their blood pressures are monitored thrice a day. They are also advised to rest and take plenty of fluids, to avoid salty foods, and to refrain from staying under the sun after 8:00 a.m. and before 4:00 p.m.

Health education on immunization is given regularly. The children are brought to the Rural Health Office for their vaccination.

Non-ambulatory patients, those suffering from acute peptic ulcers or those having high fever due to pneumonia are visited regularly by the health workers who give them sponge bath and monitor their fever. Caring for the sick is also shared with a responsible member of the family who is taught how to take the temperature of the patient. The after illness care is important which involves prevention of further complication or of recurrence of the disease. Prevention is also applied to other members of the family as in cases of infectious diseases.

In the case of tuberculosis, an x-ray is done through the referral system to hospitals in Cabanatuan or San Jose City which are 30 and 20 kilometers away, respectively, and through the assistance of the governor.

If the case is already in the advanced stage, a sputum examination is done to determine whether or not the lesion is open in which case it is positive and infectious. If the lesion is closed, then the result of the test is negative. If the lesion is open and the test is positive, the health worker instructs the family to take the precautionary measures to prevent its other members from getting infected.

Promotion of diet and nutrition is an important project of the community-based health program in this area. Once a year, a nutritionist from the Office of the Governor visits the place and demonstrates what proper diet is all about.

There is adequate coordination and consultation with the municipal health office and the records of the health of the community have been marked 'very good' by raters of the Municipal Health Office.

Analysis

The systems approach was used in the analysis of this case, namely: input, process, and output. See Table I.

At the end of five years of operation from 1984-88, the program which originally covered only

Table 1. Community-based Health Program

Input	Process	Output
1. Social preparation for three months	Interaction Teachers (facilitators) and health workers	- From 4, now 34 community health workers
- survey of knowledge attitude and practice in health;	- M.D.	- From 3 areas covered now 14
- sectoral meetings to introduce program; and	- Community organization specialists	- Mortality rate in T.B.: zero in 1988
- selection of training participants with criteria by community ad hoc committee.	- Nurse	- Peptic ulcers reduced by 83.33% in 6 years from 1982 to 1988
2. Training (1 year)	- Midwife	- Total of 30 children ages 2-10, immunized or 45.45% of a total number of 66 children
- 55 trained from 5 barangays;	- Supervisors and health workers	- 1 hectare of farm land has been planted to medicinal herbs
- curriculum on primary health care, herbal medicine, alternative medicine, first aid, and community organization;	- Researchers	- Decoction of medicinal herbs is now institutionalized for medical use
- Practicum;	- Duration of stay by staff, 4 years, 1978-82; done by yearly reducing the number of times the staff stays in the community	
- Echo seminar;		
- Implementation; and		
- Evaluation.		

Table 1 shows the systems approach in the analysis of data in training community-based health workers, who are now managing the health program.

kilometers 4, 5, and 6 has extended to as far as kilometers 7, 8, 9, to 14. The number of its health workers has increased from 4 who were trained for a period of one year to 34. Its work has spread and its coverage has quite expanded such that the Department of Health is setting up a rural health office in the area.

In the middle of 1988, the program did an evaluation. Mortality rate among tuberculosis and pneumonia cases registered zero. While peptic ulcers occurrence was reduced from 30 cases a year to 5 or by 83.33% in six years from 1982 to 1988.

A total of 30 children were immunized in 1982 to 1988 or 45.45% of the total number of children ages 2-10. There was no case of malaria in 1988-89. All families were registered at the Center.

The farmers converted one hectare of their land to produce medicinal herbs. The community taps resources from the government and non-governmental agencies for major expenses such as hospitalization and medicines (e.g. anti-biotics and dextrose).

Conclusion

The output of the community-based health program in the area of Malbang manifests the empowerment of the people where knowledge plays a vital factor into the motivational system of action.

Lipset, expounding on Max Weber's theory of substantive and functional rationality states:

"Yet, a passionate commitment to absolute values must break down as in the secularization of Protestantism. The routinization of charismatic substantive rationality of 'love of God, country, or people' will ultimately leave a gap in the motivational system, which legitimates functionally rational action and encourages the emergence of new forms of charismatic rationality."

Social transformation is the absolute goal in the establishment of a community-based health program. In the experience of these 34 health workers, the case has shown a restructured health care delivery system, where the people themselves now manage the program, using primary health care approach, herbal and alternative medicine.

But an absolute goal without the means (functional rationality) will break down. In this particular case, the participation and involvement of the people have become the means. They must realize their capabilities. And with full confidence in their knowledge and skills, they can release their powers which have lain dormant for years.

End Notes

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⁵ Manuel F. Bonifacio, *Working Papers on Community-Based Agriculture*, Bureau of Agricultural Extension, 1986, Diliman, Quezon City.

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⁷ Grace de la Costa-Ymzon, *Beyond the Hospital: A Study of Community-Based Medical Practice and Community-Based Health Program*. A Ph.D. Dissertation, U.P. College of Social Sciences and Philosophy.

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Newsbriefs

SICOM endorses position paper on the Small-Scale Mining Act

The Social Issues Committee (SICOM) recently endorsed a position paper seeking the repeal of R.A. 7076 (Small Scale Mining Act of 1991) in the long term and proposing short-term measures to lessen its impact on traditional miners.

The paper was prepared by Ms. Evelyn Caballero, social science representative in the Inter-Agency Committee on the Small-Scale Mining Act (RA 7076) and Atty. Gus Gatmaytan of the Legal Rights and Natural Resources Center.

They both attended a series of consultations and discussions for the formulation of the proposed implementing guidelines which was submitted to Department of Environment and Natural Resources Secretary Fulgencio Factoran for approval.

R.A. 7076 seeks to protect small-scale miners through the regulation of gold rush activities.

Ms. Caballero and Atty. Gatmaytan, however, asserted in their paper that the provisions of the law tend to be contrary to this objective by giving emphasis on fiscal or tax impositions on small-scale miners, requiring submission of reports such as a two-year mining plan, a monthly production report, and a yearly financial report which are beyond the capacity of ordinary miners, providing unsuitable sharing agreements among the small-scale miners, and ignoring the existence of traditional small-scale miners aside from the gold-rush miners.

PSSC to hold grand book sale

The Executive Board approved the holding of a grand PSSC book sale in February 1992 during its meeting last Nov. 19, 1991 at the PSSCenter.

The purpose of the book sale is to sell back issues of the journals of regular members. The journals to be included in the sale are those under the disposal of the PSSC Central Subscription Service (CSS) subject to the agreement with the concerned associations.

Earlier, Executive Director Ruben F. Trinidad informed the Publications Committee during its

meeting last Oct. 25, that PSSC plans to make use of extensive advertisement and publicity, and several sales "gimmicks" to maximize sales.

The sale will be held at the lobby of the PSSCenter. The target market for the sale includes social science teachers and students, librarians, researchers, selected government and non-government agencies, book reviewers, people from the media, museums, cultural attaches of embassies, and foreign students.

Surigao team completes exploratory excavation

The archaeological team of the Surigao project headed by Dr. Eusebio Z. Dizon carried out preliminary excavations at Panhutongan, Placer, Surigao from Oct. 8 to Nov. 6, 1991.

In 1990, dug-out log coffins and ceramic plates and jars which preliminary studies have indicated to be *Dehua* wares produced in the coastal region in Southern China during the late Ming period about 17th century A.D. were accidentally discovered.

The Surigao project aims to verify the presence of these cultural remains as well as establish the stratigraphy of the site. Dr. Dizon, however, reported that the materials recovered are not yet enough to make any relevant conclusion.

The team plans to resume its operation during the next field season from March to May 1992.

Under the auspices of the Philippine Social Science Council,

the Archaeological Division of the National Museum, and the Surigaonon Heritage Center, the project also hopes, in the long run, to contribute to the study of prehistoric and historic mining as a material basis for the economic activity in the Surigao area.

Funding for the preliminary excavation and survey of rock shelters and caves was given by the Daiwa Bank Foundation for Asia and Oceania. Other Philippine-based institutions and friends, such as the Oriental Ceramic Society of the Philippines and Caltex-Philippines also gave donations for the project. A second grant amounting to \$23,000 from the Toyota Foundation will cover the three-year project to study the burial ground, caves, and rock shelter sites more extensively in Northern Surigao.

Dr. Leslie E. Bauzon serves as Project Director.

The PSSC Social Science Information welcomes the submission of articles, news, press releases, and other write-ups concerning the social sciences. All contributions must be typewritten, double-spaced, with a brief information regarding the author and must be addressed to: The Editor, PSSC Social Science Information, PSSCenter, Commonwealth Avenue, Diliman, Quezon City.

Chinese scholars visit rural institutions and communities

Two Chinese scholars visited the country last Nov. 22 - Dec. 6 1991 to exchange ideas and establish linkages with institutions involved in rural development and natural resource management.

Dr. Niu Fengrui of the Institute of Rural Economy of Hebei University and Mr. Mu Jieli of the Foreign Affairs Bureau of the Chinese Academy of Social Sciences (CASS) represented the CASS in line with its exchange scholar program with the Philippine Social Science Council.

Their itinerary included visits to government and non-government organizations and academic institutions with programs or projects regarding rural development. They went to Laguna, Cavite, and Tarlac to visit some key institutions and observe community-based livelihood projects.

During their two-week stay in the country, they were assisted by the staff of the Research and Training Division of the PSSC composed of Alana G. Ramos, coordinator, Oliver Tayo, Gigi Tuzon, and Amylene Dizon.

New PSSC associate member

The Governing Council recently approved the application of Philippine-China Development Resource Center (PDRC) for associate membership effective January 1, 1992 during its recent meeting at the PSSC Center.

Established last March 1990, the PDRC seeks "to promote awareness of the problems of development in the Philippines and China (including Taiwan and Hongkong); and to foster understanding of the Philippine-China relations among private and public institutions and individuals in the Philippines."

It aims to achieve this objective through research, building a data bank, publication, formulation of popular education modules, arranging a development exchange and exposure program with China, conferences and symposia, and setting up a Chinese-Filipino joint community program.

The PDRC publishes a bi-monthly magazine, *PDRC Currents*. It holds office at No. 23 Madison St., New Manila, Quezon City, and has for its executive director, Theresa Cariño who teaches in De La Salle University.

Social scientists in action

* *Prof. Malaya C. Ronas*, director, Office of Institutional Linkages, University of the Philippines left for Korea last Nov. 17-21, 1991 to consult with officers of Han Nan University in Korea regarding the development of Korean studies in U.P. under the auspices of the Korean Research Foundation.

* *Dr. Natalia M. Morales* attended a meeting of the Quadrilateral Project (ASEAN, US, Japan, and South Korea) on "Security and Cooperation in the Asia-Pacific" last Oct. 27-Oct. 31, 1991 in Honolulu, Hawaii.

* *Dr. Carolina G. Hernandez* was abroad from Oct. 27 to Nov. 7 1991 also to participate in the Quadrilateral Project. She also attended a roundtable discussion on the "Prospects for Regional Security Cooperation in Southeast Asia in 1990s" in Bangkok, Thailand and served as speaker in a lecture forum at the Ministry of Foreign Affairs, Japan.

* *Prof. Edmundo Garcia* left the country on Nov. 18 - Dec. 3, 1991 to attend a meeting of the UNDP Expert Group on Freedom and Development in New York, a conference on "Humanitarian Ceasefires: Peace-building for Children," in Ottawa, Canada; and a forum on "The Peace Process in the Philippines," in Brussels, Belgium.

* *Prof. Reynaldo R. Ty* served as speaker at the Third International Conference of "Centers, Institutions, and Individuals Concerned with the Cause for Victims of Organized Violence" held in Chile and undertook several speaking engagements in Germany, France, Denmark, and Switzerland last Nov. 18-Dec. 3, 1991.

* *Dr. Michael Mastura*, who is also a member of the House of Representatives, Congress of the Philippines, held a lecture on "Muslim Historiography: Issues and Directions," last Nov. 12, 1991 at Polytechnic University of the Philippines (PUP), Sta. Mesa, Manila. This was the third

lecture under the "Faculty Seminar on Contemporary Philippine Historiography" sponsored by the Institute of Social History, the Philippine National Historical Society and the Department of History and Rizal of PUP.

* Last Nov. 20, 1991, *UNESCO Director General Federico Mayor Zaragoza* was conferred the degree of Doctor of Laws, Honoris Causa at the Science Teacher Training Center Auditorium, UP, Diliman, Quezon City.

UGAT holds 1991 national conference

The Ugnayang Pang-Agham-tao (UGAT) held its 1991 National Conference with the theme, "Development and Anthropology" as a festschrift in honor of Noel Mondejar last Dec. 13-14, 1991 at the Polytechnic University of the Philippines.

The conference aimed to provide a venue for multi-sectoral discussion on how to enhance development work in the Philippines with a focus on the role of development anthropology.

The papers presented included an overview of development anthropology, indigenous peoples and ancestral domain, peasants and social change, women in development, anthropology and fisherfolk, and anthropology and disaster.

The two-day session was participated in by representatives from academic institutions, non-government organizations, people's organizations as well as students.

Ayala Museum holds a lecture series on galleon trade

In celebration of the 30th Anniversary of the Ayala Foundation, the Ayala Museum sponsored a lecture series on the "Manila Galleon" from Nov. 13 - Dec. 18, 1991.

The speakers and their respective topics were: Dr. Isagani Medina, "The Impact of the Manila Galleon in Philippine Society and Culture"; Dr. Antonio S. Araneta, "Fortifications along Galleon and Trade Routes in the Philippines"; Mr. Pedro M. Piconnell, "Distinguishing a Galleon from Other Ships"; Mr. Richard Lopez, "Pieces of Eight and Other Currencies in the Galleon Trade"; Dr. W. Ronquillo, "Artifacts from the Galleon Trade: Wrecks and their Protection"; and Hon. Jose H. Ibarra, "Between Acapulco and Vera Cruz: The Mexican End of the Galleon Trade."

Development NGOs sign covenant on Philippine development

Five hundred and fifty-five nongovernmental organizations gathered at the U.P. Film Center last December 4, 1991 in what was considered to be the historic signing of the Covenant on Philippine Development which is envisioned to serve as a common ground for unity and action among the development NGOs.

The event was the highlight of the First National NGO Congress which had "Forging Unity Towards Development" for its theme. About 1,000 delegates from various social development NGOs nationwide attended the affair.

It was organized by the Caucus of Development NGO Networks (CODE-NGO), a coalition of 10 major development NGO networks and 1,300 individual NGOs nationwide.

According to Karina C. David, CODE-NGO board member, this gathering of NGOs is a recognition of the reality that no NGO can make a dent on development on its own. She said that the ratification of the Covenant will help strengthen the relations among the members of the NGO community.

The Covenant embodies the development principles and goals which the NGOs have in common. It adopts the provisions of the United Nations Declaration on the

Right to Development, describes the conditions for Philippine Development, and states the rights, responsibilities, and obligations of NGOs in relation to the communities they serve, the funding agencies, the government, other NGOs, and their staff. Lastly, it calls on the NGOs, the government, and other concerned agencies to respect as well as to take steps to concretize the provisions of this Covenant.

This document is the result of eight months of consultations with member NGOs all over the country.

The 10 major networks comprising the CODE-NGO are the Association of Foundations (AF); Council for People's Development (CPD); Ecumenical Center for Development (ECD); National Confederation of Cooperatives (NATCCO); National Council of Churches in the Philippines (NCCP); National Council for Social Development (NCSD); National Secretariat for Social Action (NASSA); Partnership of Philippine Support Service Agencies (PHILSSA); Philippine Partnership for the Development of Human Resources in the Rural Areas (PHILDHRRRA); and the Philippine Business for Social Progress (PBSP).

SPGP holds workshop for Ayatas

The Sentro Para sa Ganap na Pamayanan (SPGP) headed by Mr. Ponciano L. Bennagen organized a workshop for Central Luzon Ayatas, Oct. 23-25, 1991, Poverello Seminar House, 74 Sgt. Tobias St., Quezon City.

Twenty representatives of various Ayta organizations from Zambales, Bataan, Tarlac, and Pampanga attended the workshop.

Their objective was to discuss their plight and come up with a consolidated plan which will embody their demands on ancestral lands and resettlement sites, their needs for immediate and long term rehabilitation program, and the strategies that they will take to present these demands to the government and get the support of the private sector.

Report on the the Ninth AASSREC Biennial Conference and the Joint UNESCO-AASSREC Regional Symposium on Human Resource Development

by Ruben F. Trinidad

The Ninth Biennial Conference of the Association of Asian Social Science Research Councils (AASSREC) and the Joint UNESCO-AASSREC Regional Symposium on Human Resource Development was held last August 5 to 10, 1991 at the Philippine Social Science Center. It was participated in by all fifteen member-councils* of the AASSREC with guests and observers from Iran, Laos, Malaysia, Myanmar, and Nepal as well as from several international organizations.

A. The General Conference

The first two days of the Conference was devoted to the presentation and discussion of the reports of the activities of the member-councils in the last biennium. The main points that emerged from the presentations can be summarized under the following headings: accomplishments, emerging issues, and opportunities/future plans.

1. Accomplishments

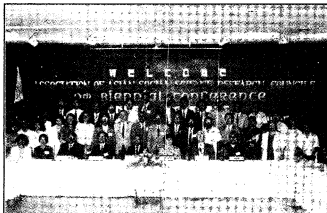
The member councils reported accomplishments on the following:

a. Conduct of research with an inclination away from basic or theoretical issues to more applied concerns. In some countries research trends were influenced by prevailing social, political and economic conditions.

b. Promotion of social research through allocation of re-

search grants, support of fellowships, and conduct of training programs in social research.

f. Promotion of international academic exchange, joint projects and conference participation.



SMILE... UNESCO-AASSREC conference delegates gamely posed with the PSSC Secretariat for a souvenir photo. Fifth from the left, front row, is outgoing AASSREC President and PSSC Executive Director Ruben F. Trinidad.

c. Research dissemination and information exchange primarily through publications and conduct of public fora, lectures and symposia.

d. Expansion of data archives and documentation activities including networking with national databases.

e. Involvement in social issues through linkages with non-government organizations engaged in social development work and providing consultancy services to government offices.

2. Emerging issues and problems

Several factors which may be classified as either academic or organizational have limited the efforts of member councils.

Academic issues. Three inter-related academic issues emerged from the experiences of the member-councils in the last two years. The first concerns questions related to academic freedom. The increasing government influence over academic research through the latter's control of funding was noted. This has brought about the issue of needing to strike a balance between government control and

independence in research which, in certain councils, is compounded by the question of how far social research can progress in their respective countries without government support.

Secondly, as many member councils have increased their involvement in national issues, the question of the relevance of the social sciences has been repeatedly raised. Conflicts on the concept of relevance between the researcher and the entity which provides the fund have arisen. Another dimension of the issue of relevance is the lack of appreciation of the value of social research so that less government support is given to it as compared with research in other fields.

A third issue covers methodological concerns. One such concern has to do with the epistemological and methodological controversies in the study of society. Concerns have also been raised on the lack of appreciation of some social scientists of the value of indigenization and creativity.

Organizational issues.

The major concern raised by several member councils is the marginalization of the social science sector. This is particularly felt by councils which are actually part of bigger scientific organizations.

Funding and government support is also a common concern among many of the member councils.

Finally, the newer councils report of their institutional inadequacy to promote the development of social sciences in their countries.

3. Future programs

The following are hoped to be accomplished in the next two years:

a. creation of independent social science organizations;

b. conduct of research-oriented projects/programs suitable to local needs, policies and national development priorities;

c. enhancement of the capabilities of social scientists through education and training programs; and,

d. dissemination of social science information.

B. Regional Symposium on Human Resource and Development

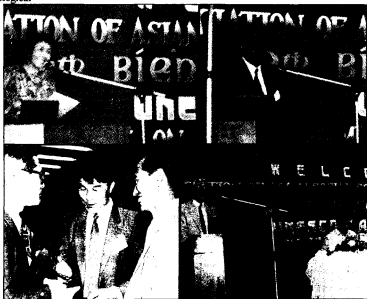
The regional symposium addressed two related issues, social science perspectives on human resource development, and human resource development perspectives on educational planning. For

the first theme, the participating countries presented papers which were the result of national-level seminars on the same theme. Papers presented on the second theme focused on the experiences of several countries on educational planning.

The symposium, which was conducted jointly with the UNESCO social science and education sectors, was significant for several reasons, as follows:

a. It is part of the concerted effort to promote education resource development in the context of global efforts to promote education and human resource development.

b. Having been held in conjunction with the AASSREC conference, it became a venue for promoting inter-sectoral and inter-



From top clockwise: Dr. Lourdes Quisumbing, secretary-general of UNESCO National Commission of the Philippines, Dr. Yogesh Atal, UNESCO regional adviser for Asia and Pacific (on Social and Human Sciences), Prof. Oliver Macdonagh, outgoing AASSREC secretary-general, and (seated at the extreme left, third photo) Dr. Leslie E. Bazou, chairperson, of the PSSC Governing Council delivered the inaugural addresses. Left photo, below: Incoming AASSREC President Prof. Kenji Urata of Japan is conversing with the delegates from the People's Democratic Republic of Korea.

disciplinary approach to human resource development.

c. It has a strong interface between national-level, research-based activities and the regional exchange of information and experiences.

d. It is part of the UNDP-ESCAP umbrella project on human resource development.

Issues raised

Human resource development means different things to different people and to different governments. There were indeed as many definitions of the concept as there were papers in the symposium.

In a specific sense, it may refer to the process of increasing knowledge, skills and capacity of the people. In a broader sense, it encompasses the social, cultural, personal, economic, and quality of life aspects of human life. Thus, the Thailand paper defined HRD as comprising the twin state of *body health* and *mental health* which is arrived at through a combination of favorable conditions including nutrition, health, housing, employment, and skills formation.

HRD is also concerned with humans as resources to be developed, and as such, it is both a means and an end. As a means it raises questions of the manpower and employment while as an end, it

raises questions of the quality of life. The Vietnam paper proposed the term *culturalization* with the masses as both the means and ends of development.

As presented in the symposium, the concept of HRD seemed to vary according to the stage of socio-economic and political development that different societies have reached as well as to the goals and strategies of various societies over time. Countries like Bangladesh, the Philippines and Pakistan face an HRD situation characterized by imbalances between HRD needs and realization where side by side with a fast increasing population is an economy which is unable to provide gainful employment to many in the labor force. Priority HRD concerns would include access to education, health programs, housing, social welfare and population education.

Industrial countries, like Japan and the Republic of Korea, are primarily concerned with corporate human resource development essentially enhancing the adaptive capacity of the individual in the face of rapidly changing technology.

Another HRD concern deals with the marginalized population such as the aboriginal population of Australia, the youth population

in New Zealand and the women sector in Sri Lanka.

In the Democratic Peoples' Republic of Korea the HRD concern has an ideological base where the aim is for human remolding through education of society.

Meanwhile, the papers on educational planning placed much emphasis on the relationship of the educational system to the work force. They proceeded from the premise that education and training are high priority areas of HRD strategies since the quality and effectiveness of the education system will later determine the quality of the work force. Formal education was considered indispensable to the cultivation of skills and attitudes required for economic growth.

Related concerns raised are manpower forecasting and predicting ability as well as graduate unemployment. Mismatches between available skills and job opportunities occur in almost all countries and, thus, have been a common theme of investigation by economic and education planners.

Lastly, emphasis was also placed on the importance of teacher training. The quality of human resources through education cannot be improved without raising the quality of teachers and teaching.

**The 15 member councils are the social science councils from Australia, Bangladesh, China, Democratic Peoples' Republic of Korea, India, Indonesia, Japan, New Zealand, Pakistan, Philippines, Republic of Korea, Sri Lanka, Thailand, U.S.S.R. (now Commonwealth of Independent States), and Vietnam.*



From left: The AASSREC delegates during the conference proper and their visit at Fort Santiago, Intramuros, Manila.



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