

NEWS AND NOTES

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INTERNATIONAL DEVELOPMENTS

ASIAN CONFERENCES

Presented here are highlights of four Asian conferences held in the Philippines during the last three months of this year. Sponsored by different international agencies and attended by officials and scholars representing various countries in Asia, these conferences were one in calling for practicable solutions to common global and regional difficulties obtaining among the participating countries.

Southeast Asia's Ninth Ministerial Meet

During the Ninth Ministerial Conference for the Economic Development of Southeast Asia, cabinet members from Indonesia, Laos, Thailand, Malaysia, South Vietnam, Singapore, Philippines, Khmer Republic, Burma, Australia and New Zealand advocated for closer economic ties among Southeast Asian countries as a strategy in grappling against inflation, the energy crisis, food shortage, recessionary trends and the balance of payments difficulties.

Convened in Tokyo nine years ago, with Japan's initiative, the Conference for the Economic Development of Southeast Asia has been paving the way in sponsoring technical meetings among cabinet officials in the region and in undertaking various development projects in such

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areas as fisheries, transport and communications, public health, investment and tourism. It has set the stage for an annual forum for high ranking officials to tackle issues regarding economic and social development in Southeast Asia. Since its inception, the conference has been eventually transformed from a simple forum for consultation into a major consultative body for regional cooperation.

The three-day ministers' meet held last November 14 to November 17, 1974 at the Philippine Village Hotel in Pasay City was set as an occasion to evaluate and improve upon the following regional projects of the conference, namely:

- (1) The Southeast Asian Fisheries Development Center (SEAFDEC);
- (2) The Southeast Asian Promotion Center for Trade, Investment and Tourism;
- (3) The Southeast Asian Agency for Regional Transport and Communications Development;
- (4) The Asian Development Bank's study on Southeast Asia's Economy in 1970;
- (5) The Study Group of Asian Tax Administration and Research;
- (6) The Southeast Asian Ministers Health Organization (SEAMHO);
- (7) The Regional Project of Family and Population Planning; and
- (8) The Southeast Asian Technical Fund for Cooperation and Development.

Participants to the conference included the following Southeast Asian officials: Australian Foreign Minister Don Willesee; Indonesian Minister of State for Administrative Reform Dr. J. B. Sumarlin; Vietnamese Foreign Minister Vuong Von Bac; Japanese Foreign Minister Toshio Kimura; Laotian Secretary of State Tianethone Chantarasy; New Zealand's Minister of Health T. M. Mc Guian; Malaysian Foreign Minister Tengku Ahmad Rithauddeen; Burmese Ambassador U Nyo Tun; Singaporean Labor Minister Ong Pang Boon; Thai Foreign Minister Charunpan Isarangkun Na Ayuthaya and Khmer Ambassador Ly Chinly.

Conference on Training and Development

Another regional conference was held in the Philippines last November 6 to November 9, 1974 at the Philippine Village Hotel in Pasay City. This was the first Asian Regional Conference on Training and Development. The four-day meet was an off-shoot of a joint proposal for a regional training and development conference in Asia signed up between the United States Agency for International Development (USAID) and the American Society for Training and Development (ASTD).

Broadly, the objective of the conference was to seek for the establishment of a permanent regional training and development organization in Asia. Its most immediate concern was to come up with solutions to training and development problems obtaining in Asia at present.

The conference was divided into three parts, namely: (1) Training and Development of Human Resources in Asia: Innovations, Applications and Concerns; (2) Training Needs for

Population Education and Family Management Program; and (3) Organization of an Asian Federation of Training and Development Organization. The first two parts stressed the urgent need for the promotion of a concerted "synergistic approach" to training and development problems in Asia. Accordingly, the approach would take on any of the following major activities: (1) the undertaking of research studies; (2) the analytical search for approaches applicable to Asian training problems; and (3) the continuous exchange of information, experience, trainees and teaching experts among Asian countries.

Some two hundred fifty (250) delegates and seventy-nine (79) observers from twenty (20) Asian and Oceanian countries gathered in this conference hosted by the Philippine Society for Training and Development (PSTD), in cooperation with the U.P. Institute for Small-Scale Industries, the National Manpower and Youth Council, the Development Academy of the Philippines and the Population Commission.

Conference on Human Resources Management

The Personnel Management of the Philippines was host to a four-day conference of managers of Asian multinational firms, personnel managers, industrial relations experts, representatives from international organizations as well as observers from the employers' group, last November 11 to November 14, 1974 at the Hotel Intercontinental in Makati, Rizal.

The first of its kind in Asia, the conference on Human Resources Management highlighted sixteen (16) workshop sessions which sought to provide "an interchange of ideas, in-

formation and methodology in the various aspects of human resources management." Discussions were directed at arriving at specific strategies to cope with the following problems: (1) trends in labor relations and ways and means to effect a more stable labor-management relations; (2) measures on how entrepreneurs could improve on the quality of employment that would generate more job opportunities; (3) introduction of compensation and benefit programs to cope with inflationary pressures without upsetting salary equities in the enterprise; (4) the need for a deeper understanding of the behavioral patterns of the Asian manager and worker; and (5) types of programs to motivate employees and cultivate teamwork.

Areas of concern among the three hundred twenty (320) participants focused on the theme, "Meeting the Challenge of Human Resources Management in Asia". Papers read during the conference dwelt on possible solutions for problems involving employment development, labor relations, remuneration under inflationary conditions and motivations among Asian workers.

Unni Nayar, regional expert from the International Labor Organization in Bangkok, Thailand discussed a paper on "Trends in Human Resources Management and their Relevance to Asia"; Dr. Raymond E. Wilmarth, President of the Industrial Personnel and Management Services, Incorporated on "Improving Labor-Management Relationships"; Brooks Baldwin, Assistant Vice-President for Operations of the Bank of America on "Meeting the Motivational Needs of the Asian Manager and Workers"; and Dr. Onofre D. Corpuz, President of the Development

Academy of the Philippines on "Accelerating Management Development".

The core group of delegates to the four-day meet represented Australia, Malaysia, Khmer Republic, Hongkong, Indonesia, Japan, Singapore, South Vietnam, Taiwan and Thailand.

Conference on Social Security, National Economy and Planning

Implementation of various forms of social security schemes in their respective home countries was identified as a subject of major concern among participants to the First Asian Conference on Social Security, National Economy and Planning held in Manila during the first two weeks of October of this year. The inability of many Asian countries to provide even a modicum of social security schemes to its citizens was equally recognized as a core problem.

Deliberations on the seven major papers presented during the conference were directed to resolve the following issues:

- (1) How to sell the idea of a well-rounded social security scheme in Asia that would integrate the major components of a social security program in a package, such as old age, retirement, sickness, employees' liability and unemployment;
- (2) How the farming population which constitutes the bulk of the working class could be covered by social security benefits;
- (3) How the funds of the different social security agencies be administered and allocated — should these be allocated entirely or mainly to meet the

rising needs of members, or should part of these be made available for investment purposes both by the government and the private business sectors; and

- (4) How these social security schemes be incorporated and integrated into the national socio-economic blueprints of the participating Asian countries to arrive at an integrated approach to social security planning and national economic planning.

Participated in by delegates from nineteen (19) countries, the two-week conference was jointly sponsored by the International Labor Organization, the Norwegian Agency for International Development and the Philippine Government through the Social Security System and the Government Service Insurance System.

NATIONAL DEVELOPMENTS

NEW AGENCIES CREATED

Towards the end of this year, several new offices were established to perform specialized functions either as an autonomous or semi-autonomous body. A brief description of the nature of the respective functions of these newly-created bodies are presented below.

A. Institute of Labor and Manpower Studies

Presidential Decree No. 620, issued last December 23, 1974 provides for the creation of a new office, namely, the Institute of Labor and Manpower Studies to serve as a staff training center for officials and employees of the Department of Labor (DOL).

Aside from training, the new Institute is also expected to carry out the

following functions:

- (1) To develop and publish manuals for the guidance of all officials of the Department of Labor in all levels of labor and manpower administration;
- (2) To prepare and conduct singly or in cooperation with government and private training institutions, management development and professional upgrading courses for the personnel of the Department and other government agencies as well as members of workers' and employees organizations;
- (3) To serve as national clearing house of information on labor and management policy;
- (4) To undertake researches and studies in all areas of labor and manpower administration and policy, including labor standards, labor relations, occupational health and safety, manpower development and placement and other related subjects;
- (5) To undertake or authorize the undertaking and funding of operations for the purpose of gathering information to aid in the performance of the foregoing functions;
- (6) To enter into agreements with international or bilateral agencies for the carrying out of the foregoing functions; and
- (7) To expand the scope of its research interest into the countries of Southeast Asia, particularly the ASEAN region.

The creation of the Institute of Labor and Manpower Studies is largely in response to the need of the Department to put up an "innovative and resourceful corps of DOL functionaries" to cope with the increased workload assigned to it under the new Labor Code.

An Executive Director who will be appointed by the President and who will be under the direct supervision of the Secretary of Labor heads the new office. Likewise, the Secretary of Labor, upon the recommendation of the Executive Director appoints the technical staff and other personnel of the Institute.

B. Philippine National Petroleum Center

The dispersal of data on the country's petroleum potentials and resources in the past pointed to the need for the creation of a body that will integrate and systematize information on this valuable resource. A new agency, known as the Philippine National Petroleum Center, through Presidential Decree No. 575 was established last November 9, 1974 to serve as the primary repository of such information.

Set up as part of the Petroleum Board, the new oil body is expected to:

- (1) Insure a pool of Filipino technical personnel trained in the sciences related to petroleum exploration and development;
- (2) Centralize all data and information on the country's petroleum resources; and
- (3) Provide supportive technical services to all oil exploration ventures through complete and modern laboratory facilities.

The planned intensification of oil exploration activities as a result of the various incentives granted to domestic and multi-national exploration companies further reinforces the urgency of setting up the Philippine

National Petroleum Center. The new office has also been authorized under the decree to establish its various divisions, such as a petroleum institute, a petroleum laboratory and a petroleum data bank, if the occasion for its creation arises.

C. Department of Youth and Sports Development

A new department to be known as the Department of Youth and Sports Development (DYSD) was created to formulate and administer policies and plans related to sports development and physical fitness among the youth. Resultantly, the various youth, sports development and physical fitness programs in the country are integrated under the new Department.

The creation of the DYSD virtually abolishes the Child and Youth Research Center in the Department of Education and Culture, the Philippine Amateur Athletic Federation, the Physical Education and Sports Center Development Committee and the Inter-Department Committee on Children and Youth.

However, the primary responsibility for youth activities in the schools is still lodged with the Department of Education and Culture; for Citizens' Army Training, Reserve Officers Training Corps and Summer Cadre Training with the Department of National Defense; for employment skills development with the Department of Labor and with the National Manpower and Youth Council; and for the activities for the disadvantaged youth with the Department of Social Welfare.

The setting up of the new Department was provided for by Presidential Decree No. 604 issued last December 10, 1974.

D. Tondo Development Authority

The slums in the Tondo foreshore area has long been a nagging problem of the Philippine government. Statistics show that some 16.7 per cent of the population in Manila is practically squeezed into the 67 hectares of residential land in the off-shore area pointing to a population density of 3,223 persons per hectare.

A definitive measure taken to tackle the foregoing problem was the creation of a development body last November 3, 1974 to be known as the Tondo Foreshore Development Authority.

The new body is expected primarily to provide a long-term program of urban renewal in Tondo through a "comprehensive, integrated and harmonious development" of the area and its resettlement sites.

Armed with an initial P30 million outlay, the Tondo Foreshore Development Authority is specifically charged to carry out community improvement activities and projects in Tondo and to work for the general improvement of living conditions among its residents. These are bits of measures which could provide eventually a lasting solution to the slum and resettlement problems in the area.

Presidential Decree No. 570 which establishes the new development body, likewise designates Brig. General Gaudencio Tobias (ret.) as its Director-General.

E. Forest Research Institute

The productive and economic utilization of forests in the country requires scientific management, rational

development and vigilant protection of these resources. The institution of an effective forest research program attuned to the needs of forest management, production and protection has been deemed essential.

Thus, a Forest Research Institute (FORI) was set up in the Department of Natural Resources last December 22, 1974. It was created as a semi-autonomous organization under Presidential Decree No. 607.

Specifically, it is charged to conduct and integrate research studies on forest production all over the country. It is likewise expected to coordinate and focus these researches in line with the national forestry research program developed by the Philippine Council for Agricultural Research (PCAR).

Allocation for the initial operations of the new institute amounted to P14 million.

COLLEGE DEVELOPMENTS

College Visitors

The ESCAP training participants (18 of them representing 14 countries in the ESCAP region) stayed the longest among the visitors of the College in the October-December 1974 guest book. Twenty-two other foreign officials and administrators from different international agencies signed up in the College guest list during the same period. Among them were the following:

Mr. H. G. Kim of the Korean Embassy; Mrs. Molina-Pasquel and Mr. Lucero Molina Lara, both from the Mexican Embassy in the Philippines; Elizabeth Yogel of Sydney, NSW; Kinan Natu Pyakuryal of Kathmandu, Nepal; Mr. Dhungana of CEDA in Nepal; Ikram Yansef Sayed of

of Cairo, Egypt; Purnaman Natakasumab of Djakarta, Indonesia; Dr. Morton A. Bertin and Hazel Bertin from the Office of Naval Research, Chicago; Mr. Panyar Rirkura, Secretary of Local Administration Department, Bangkok; Mr. K.M. Tipu Sultan, Instructor in Public Administration, Couvilla, Bangladesh; M. N. Mishra of Kathmandu, Nepal; M. N. Tiwari, of Kathmandu, Nepal; N. R. Joshi, Ministry of Education, Nepal; Henry Maddick of the University of Birmingham, England; Nanda Lal Joshi of CEDA in Nepal; Hajit N. S. Thapa of Kathmandu, Nepal; David Korten of the Harvard Business School, USA; Prof. Sungjoo Han, Department of Political Science of Brooklyn College, New York; Mr. Marshall Wolfe, Chief of the Social Development Division, United Nations Economic Commission for Latin America; Mr. David Richardson, Department of Economics, University of Wisconsin; and Mr. Robert Baldwin, of the Department of Economics, University of Wisconsin — Madison.

College Seminars

A wide range of topics on public administration and on various related aspects of the discipline was presented in different seminars held before the faculty, staff and students of the College of Public Administration. As part of an on-going concern of the College, the last three months of 1974 highlighted the following, with their respective dates:

- (1) Mr. Ross Marlay's Seminar on "Values, Public Policy and the Philippine Environment" — October 8, 1974;
- (2) Seminar on "Coordination: Concepts, Issues and Problems" by the PA 327 class

under Dean Raul P. de Guzman — October 15, 1974;

- (3) Dr. Doh Joon-Chien's Seminar on "People Development: The Missing Link in Development" — October 16, 1974;
- (4) Dr. Felipe V. Oamar's Seminar on "Organization Development" — October 17, 1974;
- (5) Seminar on "Local Accounting, Auditing and Budgeting" — November 14-15, 1974;
- (6) Prof. Henry Maddicks' Seminar on "Mud Wall and Metropolises: Units of Rural and Urban Problems" — November 19, 1974;
- (7) Andres Soriano Lecture on "How Strong a Government for Business" — by Dr. Augusto Caesar Espiritu — Nov-26, 1974; and
- (8) Meeting on "The Political Economy of Development in the Philippines" — December 17-18, 1974.

ESCAP/UP Training The Trainers Programme

Added to the above-mentioned list was a six-week seminar conducted by the Administrative Development Program in Manila and in Baguio for the Joint ESCAP/UP Training Programme for Trainers in Public Administration from October 18, 1974 until November 29, 1974.

The "Training the Trainers" Programme aims chiefly to equip the participants with the necessary knowledge, skills and attitudes that will prepare them for their leadership roles in human resources development. Mr. J. B. Maramis, ES-

CAP Executive Secretary (in a letter read to the participants by Mr. H. S. Wanasinghe, ESCAP Regional Adviser in Public Administration) describes the ESCAP Training as an "effective approach" in strengthening administrative capability that would improve upon and cultivate the quality and the potentials of human individuals in existing administrative systems.

Funded by the Netherlands Fellowship Fund of ESCAP, the programme specifically aims to enable the participants to:

- (1) Gain a better understanding of the role of training in national growth and development and their role as trainees in the public service;
- (2) Acquire the knowledge necessary for the detailed analysis of course contents, methods and techniques;
- (3) Develop a wider perspective through insights into each other's experiences in personnel improvement and training;
- (4) Gain skills in planning, designing, implementing and evaluating training courses and programmes for all staff levels in the management hierarchy; and
- (5) Establish working relationships with other participants to maintain a continuous exchange of training materials and information among themselves.

The group of ESCAP training participants were represented by the following: Mohammad Mehdi Khezai and Qamaradding Noor Zad, Afgha-

nistan; Shamsul Islam and M. Azizul Haq, Bangladesh; Jeremiah Kui-Hung Wong, Hong Kong; A. S. Melkote, India; Zainuddin Ahmad and Soelasma Tirtoatmodjo, Indonesia; Parinoush Saniee, Iran; Cheangsun Saone, Khmer Republic; Yong Son Lee, Republic of Korea; Anne Thong Kar Lum and Mat Jusoh Bin Husin, Malaysia; Khrishna Napit, Nepal; Nelson E. Paulias, Papua, New Guinea; Tudor O. Dewendre and K. S. Kulatunga, Sri Lanka; Suwicha Warawichirawong, Thailand; and Do Huan, South Vietnam.

The ESCAP training program has Dean Raul P. de Guzman as overall consultant; Professor Ramon Garcia as project director; and Marilou Guillermo as project coordinator.

Launching of CPA Publications

One of the avowed goals of the College of Public Administration is "to organize and make available information in Philippine public administration and to contribute to the advancement of the knowledge of public administration". This is to find fulfillment in its research and publications program. As one of the primary concerns, research in the College has been a continuous venture geared towards putting up an indigenous mass of literature on the study of Philippine public administration.

As a simple gesture to highlight some research output, the College held its publication launching last October 30, 1974 at four o'clock in the afternoon at the Gusaling Munti.

The CPA publication launching was attended by the faculty, staff and alumni of the College, and several guests, among whom were: Chancellor Abelardo Sarante, Vice-President Nathaniel Tablante, Mr. William

Mc Crea of Asia Foundation and Mr. F. Sionil Jose. The group of ESCAP participants who were then in the College for a six-week training seminar also attended the afternoon affair.

The College Proper launched the following:

(1) Major Publication

Fernandez, Felisa D. *The Budget Process and Economic Development: The Philippine Experience.*

(2) Journal

Philippine Journal of Public Administration, Vol. 17.

(3) Public Administration Special Studies Series

CPA Research Team, *Development Policy and Planning: The Philippine Experience.*

Cariño, Ledivina V. *The Role of the Professions in Philippine National Development.*

Fernandez, Felisa D. (ed) *Budgeting for National Objectives.*

(4) Bibliographical Materials

Agustin, Rachelle C. *Housing, Resettlement and Urban Development: An Annotated Bibliography.*

Index to Philippine Periodicals, Vol. 15.

(5) Other Studies in Public Administration

CPA Research Team, *A Study of the Organization, Administration and Operations of an Integrated National Police Force.*

For the same occasion, the Administrative Development Program launched its NIA-ADP/UP, Socio-Economic Survey on World Food Programme, Project No. 285.

The Local Government Center, another unit of the College, launched the following publications:

Corpus, Manuel T. *Training in Local Governments: A Profile of the In-Service Training Programs in Provinces and Cities in the Philippines.*

De Guzman, R. P. and Tapales, P. D. (eds.) *Philippine Local Government: Issues, Problems and Prospects.*

LGC Research Team, *Handbook on City Government and Administration.*

———, *Handbook on Provincial Government and Administration.*

———, *O & M Studies* (Caloocan, Olongapo, San Juan and others).

Pacho, A. and Panganiban, E. (eds.) *Urban Development Planning in Four Philippine Cities.*

LGC Research Team, *A Survey of Training Requirements of Local Governments.*