BILATERAL

AGREEMENT BETWEEN THE REPUBLIC OF THE PHILIPPINES AND UNDE-SA/WHO/UNICEF CONCERNING THE PLAN OF OPERATIONS FOR COMMUNITY SERVICES PROJECT IN THE PHILIPPINES

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Note: The Agreement entered into force, October 30, 1969.

Reference: This Agreement is also published in VIII DFA TS No. 2, p. 191.

THE GOVERNMENT OF THE PHILIPPINES (hereinafter referred to as "the GOVERNMENT""), the UNITED NATIONS DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS (hereinafter referred to as "UNDE-SA"), the WORLD HEALTH ORGANIZATION (hereinafter referred to as "WHO"), and the UNITED NATIONS CHILDREN'S FUND (hereinafter referred to as "UNICEF"),

BEING DESIROUS of obtaining mutual agreement concerning community services in the Philippines, particularly with reference to the purpose of the project and the responsibilities which shall be undertaken by each of the parties;

DECLARING that these responsibilities will be fulfilled in a spirit of friendly cooperation,

HAVE AGREED as follows:

ARTICLE I

BASIS OF RELATIONSHIPS

The Revised Standard Agreement concluded between the Government and the Organizations participating in the Expanded Programme of technical Assistance on 27 October 1954, the Basic Agreement concluded between the Government and WHO on 28 December 1950, and the Basic Agreement concluded between the Government and UNICEF on 20 November 1948, provide the basis for relationships between the Government and the cooperating agencies in this project, and the articles of this Plan of Operations are to be interpreted in the light of the respective agreements.

ARTICLE II

OBJECTIVES

The Government, with technical assistance from the participating agencies and with material assistance from UNICEF, has the following objectives q connection with this programme:

1. General:

a. To develop and strengthen the community services programme, as a part of the country's comprehensive and integrated social welfare programme which has been planned to meet more adequately the changing needs and present-day problems of the people, particularly the individuals and families belonging to low-income groups in urban and semi-urban communities.

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b. To develop, improve and expand community services to reach all segments of the population.

c. To promote family cohesion, social stability, social defense, civic responsibility, and self-reliance.

d. To utilize to the maximum, community resources for the fullest possible physical, social, emotional and economic development of every member of the community.

2. Specific:

a. To establish 32 multi-purpose community centres which will serve the following purposes:

i. To provide a comprehensive community welfare pro-gramme to individuals, families, and groups in urban and semi-urban communities to bring about the social adjustment and integration of family activities that will promote the welfare of the family as well as of the community.

ii. To organize self-governing, decision-making groups composed of members of the family, geared towards self-help, problem-solving and development.

iii. To organize youth groups and youth activities to provide informal education and training, as well as to motivate young people to acquire skills which are directly related to manpower needs in both small and large industries.

iv. To develop a pre-school programme for children of low-income families to provide them with experiences and opportunities for creating social growth and emotional development.

v. To identify and train leaders.

vi. To mobilize and co-ordinate resources, public and private, toward the development of comprehensive community ser-vices for the family, such as preventive services for pre-school children.

vii. To serve as a training centre for skills in leadership, undertaking of self-help projects, income-producing projects, vocational skills, skills in social relationships, problem-solving, and decision-making.

b. To establish two area training centres and one national training centre in order to improve and expand the training programme over a period of three years.

ARTICLE III

PLAN OF ACTION

1. The main features of this project are:

a. The establishment of 32 multi-purpose community centres over a period of three years (mid-1969 to mid-1972), specifically in urban and semi-urban areas with a large concentration of low-income families.

b. The establishment of one National Training Centre and two Re- gional Training Centres within the three-year period (mid-1969 to mid-1972).

c. Training over this three-year period of 310 persons, in all categories, serving in public and private agencies. Most of those trained will support the establishment of the multi-purpose community centres.

d. Professional training for fifteen graduate students over the three-year period.

e. Research will be conducted to identify the problems, needs and gaps in the field of social services in the Philippines. The findings of these researches will serve as a basis for improving and modifying the methodology and approaches for community welfare services in this country.

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Establishment of 32 Multi-Purpose Community Centres

2. Realizing the importance of human resource development as an integral part of national development, the Department of Social Welfare re-assessed the social problems and needs prevailing in the Philippines. It was determined that the problems needing immediate attention are:

a. Rapid urbanization causing crowding, growth of slums, family disintegration and the rise of vice, crime and delinquency.

b. The problem of adaptation and adjustment of rural migrants to an urban way of life.

c. The predominance of youth in the low-income groups, the high percentage of school drop-outs and out-of-school children and youth, unemployment, and the increase in the number of working mothers resulting in neglect of young children.

3. In view of the magnitude and intensity of the above-mentioned problems and the urgent need for developing the country's human resources in accordance with the Government's plans, the-Department of Social Welfare has planned to establish 32 Multi-Purpose Community Centres during the period, Fiscal Years 1969/1972. Sixteen centres are to be established in 1969/1970, eight in 1970/1971, and another eight in 1971/1972.

Staffing pattern

4. Each of these centres will have the following staff:

1 community welfare supervisor
1 supervising social worker
2 senior social workers 1 supply officer
1 clerk
1 janitor
7_total staff

5. In addition, it is proposed to create the position of Vocational Rehabili-- tation Co-ordinator to take charge of activities related to development of skills for income-producing projects, as well as to supervise the proper use and care of vocational training tools and equipment, thus increasing the staff of each centre to eight.

Activities of the Multi-Purpose Community Centres

6. In line with the objectives of the community welfare programme and the functions of the urban community welfare centre, the following are the major activities:

a. Family Education—carried out in co-operation with private and public agencies.

i. organization of seminars and discussion sessions on:

— parent-child relationship
— mother and child care
— home management
— nutrition
— consumers' education
— other subject matters that have relevance in the improvement of the family,

ii. organization of:

—mothers clubs
—parents' clubs

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—other groups intent on improving family life.

b. Community Organization:

i. organization of:

—community welfare councils
—neighbourhood or tenant's councils
—neighbourhood block floor organizations

ii. through the above structure the following activities may be carried out:

—community improvement, such as building, repairing and maintenance of roads, drainage systems, water systems and similar infra-instructure of communities, on a self-help basis.
—establishment of communal gardens and livestock pro- duction for commercial purposes,
—organization of co-operative and credit unions,
—intensive sanitation and health programmes,
— other activities designed to improve family and community living.

c. Youth Services:

i. organization of youth clubs and other interests groups giv-ing preference to out-of-school youths.

ii. activities to be undertaken by these groups:

—athletic and other outdoor competitions,
—vocational training, such as dressmaking, tailoring, sim- ple mechanical repair jobs, woodworking handicrafts; also cooking, gardening, etc.
—group work activities such as camping, literary and musi- cal programmes, and group discussions.

d. Day-Care Nursery:

—news sharing
—story-telling
—music
—drama
—field trips
—block building
—puzzles
—doll playing
—store play
—other activities geared towards the social and emotional development of the child.

Establishment of Training Centres

7. In line with the effort to decentralize the Department's programmes, training will likewise be decentralized. It is envisaged that one national and two regional training centres will be established in Manila and Cebu City in 1970/1971 and Iligan City in 1971/1972 to serve social workers in Luzon, Visayas and Mindanao areas, respectively.

8. These Centres will be staffed by additional positions approved in the budget of the Department of Social Welfare during the Fiscal Years 1969/1972. Operational and maintenance expenses will likewise be provided from the Department's budget.

Training Programme

9. The training needs of the Social Welfare Department, and particularly the community services programme, will be met by training sessions for the following types of staff:

Community welfare planners
Trainers
Supervisors
Workers for service with multi-problem families
Multi-purpose community workers
Volunteer aids

a. Training seminar for community welfare planners: In the Philippines, as in other developing countries, there is a severe scarcity of social welfare planners. Their training becomes crucial in view of the emerging trends in social welfare and the development of new programmes relevant to national development in which social workers can make a significant contribution. Community welfare is one such programme. One seminar for senior officials responsible for programme planning and policy formulation in community welfare will be conducted in 1970 with 20 participants. Programme specialists in the Department, as well as in the local Manila Department of Social Welfare, will be included in the seminar.

b. Training seminar for trainers: One seminar for the trainers will be conducted in 1969 to equip with the methodology of in-service training. Particular emphasis will be given to skills in planning and organizing training programmes, as well as to direct teaching. These trainers will be responsible for the training which will be conducted in the two regional training centres.

c. Training seminars for supervisors: Supervision is the core of a training programme. There is need, therefore, to train supervisors in order to prepare them to perform the dual roles of guiding the effective implementation of programmes and the training of social workers. Three groups of supervisors will undergo training for a total of 175 teaching hours per seminar.

d. Training seminars for workers for service with multi-problem and culturally deprived families: Since the preservation and promotion of family cohesion and social stability is one of major objectives of the community welfare services, the staff should be trained to discharge this particular role. Seminars to provide specialized training to supplement that training given by the schools will, therefore, be conducted for the staff, particularly the caseworkers who will implement the programme for family welfare. Their training will focus on social casework with multi-problem and culturally deprived families. A total of three seminars with 25 participants each will be held over a period of three years, making a total of 75 participants for the period.

e. Training seminars for multi-purpose community workers: Inservice training will be conducted for multi-purpose community workers to develop the staff for the urban community welfare programme. One seminar will be held every year for a period of three years, with 25 participants for each seminar. Participants will come from both governmental and non-governmental agen- cies.

f. Training seminars for volunteer aids for community welfare: From experience it has been noted that a programme with max-imum involvement of the people tends to produce more effective results. It is planned, therefore, that selected residents of the environs of the centre will be recruited as volunteer aides, and that their services will augment and supplement the limited staff in the centres. In order to help them to assume their responsibilities, seminars will be held for them. Two seminars will be conducted, one each in 1970 and 1971, with 30 participants per seminar, making a total of 60 paiticipants.

Professional Training Programs

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10. In addition to the training seminars above which will be directly related to the immediate needs of the newly established centres, there is an urgent need for graduate training to prepare social workers for leadership roles. Five two-year grants per year, or a total of fifteen two-year grants over the three year period, will be awarded. The grantees will be obligated to perform two years of service for each year of assisted study. Upon completion of their degree programmes, the grantees will be committed to return to the Social Welfare Department or to the private agencies from which they came. If not previously employed, they will be committed to employment in the Department's various programmes, particularly in the implementation and expansion of the community service programme.

Research

11. The Department with its own resources will conduct such research as may be found necessary.

ARTICLE IV

TARGET TIME SCHEDULE

1. The parties to this Plan of Operations will carry out as far as possible their respective responsibilities according to the following target schedule:

a. The establishment of 32 multi-purpose community centres is tenta-tively scheduled as follows:

First Year—16 Centres

May-June, 1969—Thirteen (13) centres will be established and in operation:

San Fernando, La Union
Baguio City
Bangui, Ilocos Norte
Bacoor, Cavite
Batangas, Batangas
Cagayan de Oro City
Roxas City
Bacolod City
Cebu City
Tacloban City
Legaspi City
Zamboanga City
Tuguegarao, Cagayan

July-Sept ember, 1969—Two (2) centres will be established:

Ozamis City
Iloilo City

October-December, 1969— One (1) centre will be established:

Davao City

Second Year—8 Centres

January-June, 1970—Three (3) centres will be established:

Jolo, Sulu

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Cotabato City
Marawi City

July-December, 1970—Five (5) centres will be established:

Zambales
Palanan, Isabela
Isabela, Negros Occidental
Masawa, Davao del Norte
Iligan City

Third Year—8 Centres

January-June, 1971—Four (4) centres will be established:

General Santos City
Lucena City
San Pablo City
Puerto Princesa, Palawan

July-December, 1971 — Four (4) centres will be established:

Ormoc City
Romblon, Romblon
Marikina, Rizal
Tanauan, Batangas

(See Original Document (6 Phil.Treaty Series 427)

2. In addition, the Department of Social Welfare will continue its own training programme as part of its regular staff development plan, in order to help meet the staffing needs of the centers which will be established during the three-year period.

ARTICLE V

ASSESSMENT

In the second half of 1970, UNDESA , WHO, and UNICEF will participate with the Departments of Social Welfare and Health in assessing the impact of the Community Service Centres on the development of the total community, including a review of the effectiveness of UNICEF supplies and equipment in carrying out.the activities of the centres, as well as their contribution towards the accomplishment of the objectives of the centres.

ARTICLE VI

ADMINISTRATION AND ASSIGNMENT OF RESPONSIBILITIES

1. This project will be the direct responsibility of the Government through the Department of Social Welfare with the technical advice of UNDESA and WHO, and with the assistance of UNICEF in the form of supplies and equipment, stipends, and honoraria.

2. The responsibility for implementing this project will rest on the Secretary of the Department of Social Welfare and the respective Directors of the Bureau of Family Welfare, the Bureau of Research, Training and Special

Projects, and the Bureau of Field Services.

3. The Department of Health shall cooperate in the implementation of this project, as it has in the past, through its local health units and provided services, such as immunization, physical examination before admission to day-care nursery centres, and periodic medical check-ups as required, and other services which may be necessary, upon request of the social service staff of the Department of Social Welfare.

Cooperation with health departments of chartered cities shall be worked out directly by the social service staff with the city health officials.

ARTICLE VII

COMMITMENTS OF UNDESA

Subject to the request of government and the availability of funds, UNDESA will, during the period covered by the Plan of Operations, provide the services of an expert on social welfare research and evaluation for the period of one year.

ARTICLE VIII

COMMITMENTS OF UNICEF

1. The UNICEF Executive Board in May 1969 approved a three-year (mid-1969 to mid-1972) commitment for US$147,000, with an initial allocation of US$72,000 to meet the requirements of the project from mid-1969 to mid- 1970. UNICEF will provide supplies and equipment for multi-purpose community centres, training equipment, stipends and honoraria for training and utility vehicles. Funds will also be provided for local production of training films.

2. The commitments foreseen for 1971 and 1972 may be adjusted following annual reviews, to reflect actual progress of implementation. Details of the three-year requirements are shown in Annex C to this plan.

ARTICLE IX

TRANSFER OF TITLE TO UNICEF SUPPLIES AND EQUIPMENT

1. With the exception of motor vehicles, for which UNICEF will issue a loan agreement, the supplies and equipment provided by UNICEF shall be transferred to the Government immediately upon arrival in the country. Transfer shall be accomplished upon delivery to UNICEF of a signed gov- ernment receipt on the form provided by UNICEF.

2. Should any of the supplies and equipment thus transferred for any reason not be used for the purpose of this Plan of Operations, UNICEF may require the return of any or all such supplies and equipment remaining unused, and the Govemmentwill, when so requested, make such items freely available to UNICEF.

ARTICLE X

COMMITMENTS OF WHO

The staff of WHO (WPRO) will provide technical advice and guidance on the health aspects of the programme.

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ARTICLE XI

COMMITMENTS OF THE GOVERNMENT

The Government budget estimate for the three-year programme covered by this Plan of Operation is as follows:

a. Community Services 1969/70 1970/71 1971/72

1. Personal Services .....
2. Travel.....
3. Supplies & Materials.....
4. Sundry Expenses .....
5. Grants, subsidies, and contributions
6. Equipment outlay.....
7. Capital outlay.....
Sub-total .....

P373,872
54,000
190,000
374,500
242,000
289,000
____165,000
P1,688,372

P508,352
61,500
228,000
459,000
297,000
339,000
____165,000
P2,057,852

P642,832
69,000
266,000
543,500
352,000
389,000
____165,000
P2,427,332

b. Training

1. Personal Services .....
2. Travelling Expenses .....
3. Supplies and Materials.....

4. Sundry Expenses .....
5. Equipment Outlay .....
6. Special Purpose.....
7. Construction outlay .....
Sub-total .....
Grand total.....

P200,756
41,000
18,000
29,122
70,000
158,000
_____
P516.878
__P2,205,250

P247,632
41,500
20,000
31,622
30,000
144,000
_____3,600
P518,354
_P2,576,206

P281,354
43,000
22,000
34,822
30,000
169,500
____32,200
P612,876
P3,040, 208

ARTICLE XII

FINAL PROVISIONS

1. This Plan of Operations will come into effect upon signature by all parties and will remain in effect until all international assistance described herein has been provided, unless superseded or cancelled by mutual agreement or modified by mutual consent of the parties.

2. Upon termination of this Project, any supplies and equipment fur- nished under Article VIII of this Plan of Operations, to which UNICEF has retained title, will be disposed of as mutually agreed between the Government

and UNICEF.

IN WITNESS WHEREOF, the undersigned, being duly authorized have signed this Plan of Operations.

DONE in twelve copies in English.

At Manila, 30 October 1969. FOR THE GOVERNMENT OF THE
PHILIPPINES:
(Sgd.) CARLOS P. ROMULO
Secretary of Foreign Affairs

At Bangkok, on 15 September 1969.

FOR THE UNITED NATIONS
DEPARTMENT OF ECONOMIC
AND SOCIAL AFFAIRS
(Sgd.). ROMI B. MINOCHER HOMJI
Acting Chief, Social Development Division

At Manila, on 6 August 1969. FOR THE UNITED NATIONS
CHILDRED'S FUND:
(Sgd.) ANTONY E. MEAGER
UNICEF Representative

ANNEX A

PROGRESS TO-DATE

In May, 1968, the Social Welfare Administration was elevated to the status of a Department of Social Welfare. As a result of this, the Department will now have a larger budget than before. This will enable the community welfare services to realize more of its goals, which include: an increase in staff, additional operating funds, and expansion and intensification of its economic productivity programmes consisting of vocational training, employment referred services, self-help income-producing projects, and establishment of new and unity centres in the provinces.

For the Fiscal Year 1968/1969, an additional sum of 5.8 million pesos has been approved by Congress for inclusion in the Department budget. Of this amount P120,000 has been earmarked for the Division of Community Services.

Plans for expansion of the Department's activities and services are under way. Field visits to several provinces were made to explore and follow up possibilities for establishment of Multi-Purpose Community Centres. Surveys were also conducted to determine the needs of cottage industries as a part of the economic productivity programme. Continuous liaison has been maintained with industrial and commercial organizations in order to determine their manpower requirements and opportunities.

By July, 1969, seventeen (17) additional community centres will have been established in the following cities and towns, increasing the total number of centres to twenty-two (22):

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1. Cagayan de Oro
2. Roxas City
3. Baguio City
4. Cebu City
5. Iloilo City
6. San Fernando, La Union
7. Tacloban City
8. Zamboanga City

9. Ozamis City
10. Pagadian, Zamboanga del Sur
11. Virac, Catanduanes
12. Legaspi City
13. Tuguegarao, Cagayan
14. Batangas, Batangas
15. Bacolod City
16. Bangui, Ilocos Norte
17. Bacoor, Cavite.

The Third, Fourth and Fifth Addenda to the Plan of Operations for a Social Services Project included the establishment of five community centres by end-1967. The project has had several setbacks due to financial difficulty, but has nevertheless generally progressed well. There are now five commun-ity centres in operation in Sapang Palay (in Bulacan), Vitas (in Tondo, Mani-la), Punta (in Sta. Ana, Manila), Carmona (in Cavite), and Kansas (in Malate, Manila). Three centres (Sapang Palay, Vitas and Punta) have received UNICEF supplies and equipment. Four "new" centres (Carmona, Kansas, Vir-ac, and Pagadian) will be equipped by UNICEF from funds available from previous allocations. The supplies for these four centres are scheduled to arrive in July 1969

In Sapang Palay, the centre's services are extended to Area B of the resettlement project, serving approximately 1,500 families in addition to the 1,900 families of Area A.

In Vitas, Tondo, the services of the centre cover Barrios Ugbo and Macapagal. While in Punta, Sta. Ana, the centre serves Barrios Sikat, Puso and Posadas. These two centres are now serving approximately 1,500 families each, and are undertaking the training of 20 social workers and 15 auxiliary staff for future placement in any of the community centres to be established within the Fiscal Year 1968/1969. The centres are using the services of resident volunteers to meet the growing needs of the expanded programme.

The newly started project in Carmona, Cavite, is serving about 850 families resettled in Barrio San Jose. The centre is now housed in two prefabricated buildings with a staff of two social workers and one vocational training instructor. Household surveys have been conducted and some income-producing activities are being introduced by the vocational training instruc-tor.

In Kansas, Malate, the centre is temporarily situated in an old building and a prefabricated building with a staff of three social workers who are

conducting multi-project household surveys involving about 1,000 families. The centre staff is providing job placement services for the unemployed resi-dents in the community and has set up pre-vocational self-help workshops. A new multi-purpose centre will be built in Kansas with assistance from the Government of West Germany. The National Centre will also be housed there.

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The Third Fourth and Fifth Addenda to the Social Services Plan of Oper-ations also included establishment of four youth centres, four nurseries, four group homes and four youth residences, of which only one youth centre is operating—that in Pasig, Rizal. The second youth centre will soon be in oper-ation in Barrio Sumag, Bacolod City. As a result of the introduction of an integrated community services, no additional separate youth centre will be established. Four (4) nurseries are already operating: the Labangon nursery centre in Cebu with an enrolment of 30 children; in Barrio Pineda (formerly Barrio Kapitolyo) in Pasig, Rizal; in Tindalo, Sta. Cruz (Manila); and in San Mateo, Isabela. By July 1, 1969 six additional nurseries will be assisted finan-cially and technically by the Bureau of Family Welfare, DSW.

Of the three group homes, only one is in operation. UNICEF supplies and equipment have been provided for all three. The other two will be opened before the end of June 1969.

Of the three youth residences envisaged earlier, only one is established. One more for girls will be opened by the end of June 1969. UNICEF supplies and equipment for two centres have already been received.

TRAINING PROGRAMME

The reorganization of the Training Division, which plans and implements training programmes for the agency's staff, continues to be given priority. To meet the agency's need to expand its training programme, provisions have been made for additional training personnel in the division's plantilla. Problems have been met in the recruitment of qualified staff who can fill these new positions. UNICEF grantees who have completed requirements are being tapped for these positions and initial interviews have been made with them. Other sources like the schools and other agencies are likewise being explored. This problem of lack of training staff have greatly handicapped full implementation of our expanded training programme.

IN-SERVICE TRAINING PROGRAMME

Despite the lack of permanent staff, however, training activities have been carried on, on a limited scale, with the aid of social workers who have been detailed to the Training Division. Two seminars were conducted during the period in review. Plans are now in progress for the implementation of four seminars for various types of workers to be conducted during the summer session.

Following is a brief report on the seminars conducted during the period under review:

The Second Seminar for Social Workers Who Will Implement the Programme of Aid to Families in Economic Distress: A total of 35 social workers representing as many provincial and city branches all over the country attended this seminar which lasted from January 27 to March 13, 1969. Besides providing the participants with the basic knowledge and understand-ing of the philosophy, objectives and policies of the AFED programme, they were helped to understand the role of the family caseworker in a financial assistance programme. Most significant was the field experience phase which provided the participants with limited experience in casework supervision as a teaching and helping process. It was felt that this experience with a qual-ified supervisor, the first for many of them, greatly helped them to integrate fully social work theory into practice in the field.

The Live-In Seminar for Social Workers Involved in Child and Youth Welfare Work: Started on March 10th, this live-in seminar ran through April 2nd at the Union Theological Seminary in Dasmarinas, Cavite. Twenty social workers involved in the implementation of the new child and youth welfare programmes all over the country participated in this seminar which aimed to broaden their knowledge and give them a better understanding of the philosophy, objectives, and administrative policies and objectives oi the new programmes for children and youth. The reaction of the participants and the observations of the training staff to this particular seminar confirm the

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advan-tage of live-in seminars over that of live-out seminars. This strengthens further the agency's need for a training centre with residence facilities. Local and international sources are now being tapped for assistance in meeting this need.

The Second Live-in Seminar for Social Workers Involved in Child and Youth Welfare Works: The objectives of this seminar run parallel to the first seminar for this group of workers. However, this seminar provided an experi-ment on the applicability of a new method of training—the Sensitivity Train-ing which is now extensively used in the United States. The 22 participants in this seminar were divided into 3 groups (Learning Groups), each group under a training team composed of one Psychiatrist, one Perceptor and one Recorder. It was expected that by using this method the participants would develop greater self-awareness. The results of this experiment proved to be interesting after comparing results of the two groups. However, it was felt that there is a need to test this training method with another group of social workers. At the time of the submission of this report, arrangements were being made to try out this method on another level of staffing group.

First Seminar for Workers in Adult-Caring Institutions: Programmes for the aged in this country have been slow in expanding because of existing Filipino cultural patterns and values. However, the impact of change has had its profound effects on the Filipino family. This has given rise to the need for expanding programmes for the aged. In order that the quality of service in the institutions could be upgraded, the residential care staff has been given some training. The first seminar was conducted for 20 workers from four institutions, both public and private.

The staff is now occupied with finalizing plan for the following seminars which would be implemented as scheduled:

1. Seminar for Workers in Adult Caring Institutions—May,
2. Seminar for Day-Care Workers-June;
3. Seminar for Vocational Rehabilitation Workers— June.

Professional Training

Of the 85 total number of study grantees, 30 grantees have graduated with a Master's Degree in Social Work, 5 of whom successfully defended their thesis within the period under review; 39 are actively working on their thesis; 7 are on the second year of their studies; 9 dropped in view of inability to meet academic requirements.

All the 30 grantees have returned to their respective agencies and have been assigned to key positions in their agency which put them in vantage positions to influence both policy and programme. With the reorganization currently going on at the Department of Social Welfare, all the UNICEF study grantees who have completed training have been recommended to adminis-trative and supervisory positions in the agency. A few of the grantees who were not committed to any agency have been recruited by the Department of Social Welfare. To-date 16 of the study grantees who have completed training are working with the Department of Social Welfare, the premier government welfare agency. The rest are with other government and private agencies.

ANNEX B

ESTIMATED COST OF TRAINING GRANTS

Budget for 1969/1970

Pesos at
P3.86 to $1

Dollars

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Stipends for 90 participants in 4 seminars of varying lengths at P5.00 per day.....

P17,000

$ 4,404

Honoraria for teaching staff at P15.00 per hour for a total of approximately 676 teaching hours for 4 seminars.....

10,125

2,623

Study Grants: 5 two-year grants at P4,500 each

22,500

5,820

Workshop on Social Work Education .....

__6,000

1,554

_55,625

____$14,410

say,$14,400

Budget for 1970/1971

Stipends for 120 participants in 5 seminars of varying lengths atP5.00 per day.....

P21,000

$ 5,440

Honoraria for teaching staff at P15.00 an hour for a total of approximately 825 teaching hours for 5 seminars.....

12,375

3,206

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Study Grants: 3 two-year grants at P4,500 each

___13,500

____3,497

_P46,875

__$12,132

say, $12,100

Budget for 1971/1972

Stipends for 100 participants at P5.00 a day in 4 seminars of varying lengths (averaging 9 days),

P 17,800

$ 4,611

Honoraria for teaching staff at P15.00 an hour for a total of approximately 650 teaching hours ....

____9,750

_____2,526

_P 27,550

____$ 7,137

say, $ 7,100

Grand Total.....

P130,050

$33,600

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ANNEX C

SUMMARY OF PROGRAMME REQUIREMENTS

1969-70 1971-72 1970-71
(in US dollars)

I. Supplies and Equipment

a. Equipment for 32 community centres at $3,100 per set as per Supply Lists PHI-1 and PHI-2.....

49,600

24,800

24,800

b. Audio-visual materials, reference books, teaching aids for training as per Supply List PHI-3.....

600

4,200

2,100

50,200

29,000

26,900

II. Transport

a. VW Kombi each for Central Office and 3 training centres as per Supply List PHT-4

1,800

3,600

1,800

III. Training Grants

a. Stipends and honoraria for 310 participants in 13 seminars and 8 study grants of two years each.....

14,400

12,100

7,100

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IV. Other Services

a. Local production of filmstrips and slides for training purposes .....

____6,600

___6,100

___6,100

Total funds required .....

73,000

50,800

41,900

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Total programme requirements.....

$165,700

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