

Proj: 93206090  
 PD- 70-AAA-336-81

**I. PROJECT IDENTIFICATION**

**1. PROJECT TITLE**

Seminar for Asian Women Trade Unionists

2. PROJECT NO. (M.O. 1095.2)  
 932-11-570-609 16p  
 3. SUBMISSION DATE: 5/31/73  
 ORIGINAL  
 4. REV. NO. DATE  
 CONTR. PASA NO.

**3. RECIPIENT (specify)**

COUNTRY \_\_\_\_\_  
 REGIONAL Asia  INTERREGIONAL \_\_\_\_\_

4. LIFE OF PROJECT  
 BEGINS FY 74  
 ENDS FY 74

**II. FUNDING (\$000) AND MAN MONTHS (MM) REQUIREMENTS**

A. FUNDING BY FISCAL YEAR	B. TOTAL \$	C. PERSONNEL		D. PARTICIPANTS		E. COMMODITIES \$	F. OTHER COSTS \$	G. PASA/CONTR.		H. LOCAL EXCHANGE CURRENCY RATE: \$ US _____ (U.S. OWNED)			
		(1) \$	(2) MM	(1) \$	(2) MM			(1) \$	(2) MM	(1) U.S. GRANT LOAN	(2) COOP COUNTRY		
											(A) JOINT	(B) BUDGET	
1. PRIOR THRU ACTUAL FY													
2. OPRN FY													
3. BUDGET FY 73	42.9	5.5	3	24.9	18	0	12.5	10.1	3				
4. BUDGET +1 FY													
5. BUDGET +2 FY													
6. BUDGET +3 FY													
7. ALL SUBQ. FY													
8. GRAND TOTAL													

**9. OTHER DONOR CONTRIBUTIONS**

(A) NAME OF DONOR	(B) KIND OF GOODS/SERVICES	(C) AMOUNT

**III. ORIGINATING OFFICE CLEARANCE**

1. DRAFTER OLAB, S.V. Moody SVM	TITLE Manpower Development Specialist	DATE
2. CLEARANCE OFFICER PHA/POP, R.T. Ravenholt	TITLE Director, Office of Population	DATE 8-6-73

**IV. PROJECT AUTHORIZATION**

**1. CONDITIONS OF APPROVAL**

John E. Dillon, OLAB for Dale E. Good, Director, OLAB

**I. CLEARANCES**

BUR/OFF.	SIGNATURE	DATE	BUR/OFF	SIGNATURE	DATE
PHA/POP	L. Kangas	6/5/73	PHA POP	T.C. Lyons, Jr.	6/8/73
	James K. Shafer		PHA/POP	W.H. Boynton	
SA/PPB	James Cudney	6/6/73		(No objections verbal) SVM	
Asia/Tech	John Alden	6/5/73	PPC/DFR	N. Cohen	6/6/73
HA/POP	E.R. Backlund		PHA/PRS	G. Coleman	6/8/73

**1. APPROVAL AAS OR OFFICE DIRECTORS**

SIGNATURE: James K. Shafer  
 DATE: 6/13/73  
 TITLE: Asst. Administrator, Bureau for Population and Humanitarian Assistance

**4. APPROVAL A/AID (See M.O. 1025.1 VI C)**

SIGNATURE: \_\_\_\_\_  
 DATE: \_\_\_\_\_  
 ADMINISTRATOR, AGENCY FOR INTERNATIONAL DEVELOPMENT

## NON-CAPITAL PROJECT PAPER (PROP)

**Project Title:** Seminar for Asian Women Trade Unionists

### A. GOAL

1. Statement of Goal - The goal of this project is to prepare women trade union leaders for playing a more active role in family planning through their unions and in community affairs.

The proposed project specifically aims at organizing a two-week seminar for high-ranking women trade unionists from a number of Asian countries, to prepare them for leadership in activating their own trade union organizations in support of national and community policies and programs to slow down excessive rates of population growth and improve the status of women in the labor force.

2. Measurement of Goals - The seminar discussions will identify the various roles that women in trade unions play in national development, with particular reference to population policy and program matters. The implementation of such roles may in part be measured by the seminar resolutions and recommendations and the provision of guidelines for use in initiating actions within their own organizations to achieve the suggested or agreed upon roles for women in national development and the development of population policy and program matters.

3. Assumption of Goal Achievements - That the organizers and sponsors of the regional seminar will be able to identify leading trade unionists in the Asian countries who can effectively influence policy direction in their organizations and that the sponsors will be able to secure the attendance of such leaders at the regional seminar.

B. PROJECT PURPOSE

1. Statement of Purpose - In many Asian countries, women comprise a sizable and growing portion of the work force and are becoming increasingly active in the trade union movement. The purpose of this project will be to secure cooperation and support from Asian trade union organizations and their leadership for national and community policies and programs of population, education, and family planning. The particular focus of this project for achieving this purpose is the concern of women trade union leaders for improving the status of women in the labor force.

2. Conditions Expected at End of Project - When the regional seminar is completed the participant trade union leaders from Asian countries will:

- \* have more awareness of the inter-relationship between the status of women in the labor force and the rate of population growth.

- \* be acquainted with population policies and programs of their own governments and of the foremost voluntary organizations in the field.

- \* be acquainted with the ILO-ECAFE statements and recommendations adopted at Kuala-Lumpur in 1972 for an intensive program of family planning in the organized sector of Asian countries.

\* have considered (and possibly the seminar will have adopted resolution: <sup>about</sup> the consequences of a rapid rate of population growth on 1) the status of women in the labor force, 2) the standard of living, 3) the rate of national economic development, 4) the health, education and welfare of children and families in the workforce of a nation.

\* have developed suggested programs and be prepared to initiate actions within their own organizations for the support of national and community population policies and programs and for support of related measures to improve the status of women in the labor force.

3. Basic Assumptions

- a) The inclusion of greater numbers of women in the modernized wage and salary sector of the labor force will be an important influence for lowering fertility rates.
- b) That the modernized industrial and commercial sector of the Asian nations will continue to expand and provide wage and salary and professional employment for larger numbers of both men and women in the labor force.
- c) That as hiring policies change and provide more employment opportunities for women, family and community attitudes toward educating and training women will likewise become more positive thus directly improve the status of women through education and indirectly provide incentive to families to utilize their income for fewer but better educated children.

## C. PROJECT OUTPUTS

### 1. Outputs

- a. Population Awareness Education - Approximately forty Asian trade union leaders from fifteen countries will be provided with knowledge and awareness of :
  - 1) the interaction between more and better employment opportunities for women and lowered fertility rates
  - 2) characteristics of rapid population growth such as dependency ratios and momentum of growth illustrating need for forward planning in order to cope with effects of rapid population growth upon demand for job opportunities and standards of living.
- b. Training in Population Awareness Education Techniques - Trade union leaders from the various Asian countries represented will be trained in the techniques and procedures for sponsoring and administering a Population Awareness Program within trade unions in their own countries.
- c. Community Cooperation Training - Stimulate trade unions to cooperate with other national and local voluntary organizations seeking to promote the mutually supporting social developments of greater participation of women in the labor force and better health and welfare of families through spacing of children and voluntary limitation of family size. Support and promotion by trade unions for government programs of this nature will also be stimulated. Trade union participants from the following countries are expected to attend the Regional Seminar:

- |                 |                           |
|-----------------|---------------------------|
| 1. Australia    | 9. Republic of China      |
| 2. Bangla Desh  | 10. Republic of Korea     |
| 3. Fiji Islands | 11. Republic of Sri Lanka |
| 4. India        | 12. Singapore             |
| 5. Indonesia    | 13. Thailand              |
| 6. Japan        | 14. New Zealand           |
| 7. Malaysia     | 15. Republic of Viet Nam  |
| 8. Philippines  | 16. Hong Kong             |

2. Output Indicators.

- a. Statements and/or resolutions by the Regional Seminar or by participating organizations from the various Asian countries regarding a) support for integration of women into the labor force, b) support for efforts to overcome excessively high rates of population growth which have ill effects upon living standards and employment opportunities within the labor force.
- b. Social or community action programs (voluntary or government) aimed at improving the status of women and/or reducing high fertility rates which have the support of, or have been initiated by trade unions participating in the regional seminar.

3. Basic Output Assumptions

- a. That the case for an active population policy will be presented through the lectures and discussions of the regional seminar and that the inter-relationship between population policies and improvements in the status of women in the labor force will be made clear.
- b. That the participants at the regional seminar will see the need for active population policy and programming so that upon returning to their own organization they will seek to persuade it to play an active role in support of such policies and programs.

D. PROJECT INPUTS

1. Inputs

a. Philippine Council of Women Trade Unionists

- 1) Executing agency for project
- 2) Host trade union organization. Focal point for contacts with participating trade union organizations in Philippines and other Asian countries. Will also be focal point for establishing criteria for nominations of participants, issuing of invitations, and selection of participants.
- 3) Will coordinate closely with the Philippines Department of Labor, the I.L.O., and other interested parties in sponsoring the seminar through the mechanism of a coordinating committee chaired by a staff member of the Department of Labor.

b. Philippine Department of Labor

- 1) Provide staff time to implement the programming decisions of the Philippine Council of Women Trade Unionists.
- 2) Establish close coordination with the Philippine Council of Women Trade Unionists by providing the Chairman of the Coordinating Committee of representatives from organizations and agencies assisting the Philippine Council of Women Trade Unionists.

c. USAID/Manila

- 1) Representation on Coordinating Committee and provide some technical consultation to Committee.
- 2) Assist O/LAB/AID/Wash in the management of the Project.

d. AID/W

- 1) Funds for project from FHA/POP
- 2) Management of Project - O/LAB
- 3) Advice and guidelines to consultants for achieving project's goals and purposes.

e.. AAFII

- 1) Serve on coordinating committee organizing seminar.
- 2) Provide advice concerning suitable high level trade union participation in Seminar and possibly assist participating trade unions in their attempts to take follow-up action on Seminar's recommendations or statements.
- 3) Observer in attendance at Seminar. (Not funded by the Project).

f. Other Agencies and Organizations

- 1) USAID's and American Embassies in other Asian Countries.  
Provide assistance in securing suitable high-level participation in Seminar from important trade union centers within country.
- 2) I.L.O. and ECAFE  
Pre-Seminar briefing materials including report and recommendation of ILO-ECAFE Asian Symposium on Labor and population policies. ILO participation on coordinating committee.
- 3) Other UN Specialized Agencies and Private Foundations  
Briefing material on labor's role in policies and programs/<sup>concer</sup><sub>-ed</sub> with the status of women and population and family planning.
- 4) Observers at Seminar: from international, U.S. or other country agencies or organizations. Such organizations might help implement recommendation or statements issued by the Seminar.

2. BUDGET

A) Total Budget

- Seminar delegates and organizing costs	\$33,669.00
- Consultant-Personal Services Contract	10,093.00
- O/lab/W attendance at Seminar	2,093.00
	<u>\$ 45,855.00</u>

b) Seminar Costs

- International travel for 34 Asian (non-Philippine participants- including 10% tariff increase)	\$14,947.00
- Local travel for 8 Philippine Participants @ \$75	600.00
- Hotel expenses for 42 Seminar Participants	6,240.00
- Daily allowance for 42 participants @ \$10 per day	5,880.00
- Honoraria for experts \$200 x 10	2,000.00
- Local costs (secretariat, pre-seminar expenses of sponsoring organization, conference site and administration)	2,000.00
- Printing of materials and proceedings	1,500.00
- Contingency Fund	500.00
TOTAL SEMINAR COSTS	<u>\$33,669.00</u>

c) Trade Union Consultant

- Personal Services Contract Six Months half-time salary, benefits	\$ 5,000.00
- Other expenses for employee	500.00
- Travel to Washington for Briefing (RT) Per diem - 20 days @ \$35 a day	1,393.00 700.00
- Travel in Asia Region	2,000.00
RT Viet Nam	(300.00)
RT Malaysia	(291.00)
RT Korea	(343.00)
RT Indonesia	(415.00)
RT Bangladesh	(480.00)
Per diem 20 days @ \$35 a day	700.00
TOTAL COSTS TRADE UNION CONSULTANT	<u>\$ 10,093.00</u>

d) AID/W Observer at Manila Seminar

- RT Washington to Manila	\$ 1,393.00
Per diem \$35 a day - 20 days	700.00
<b>TOTAL COST AID/W Observer</b>	<b>\$ 2,093.00</b>

e) Cost per country delegates at Manila Seminar

<u>Country</u>	<u>Delegates</u>	<u>Participant/Experts</u>	<u>Cost of Air Fare</u>
Hong Kong	2	1	\$ 465.00
Australia	2		1,510.00
Bangladesh	2		940.00
Fiji Islands	1		1,070.00
India	2	1	1,650.00
Indonesia	2	1	1,245.00
Japan	2	1	1,170.00
Malaysia	2		582.00
New Zealand	1		700.00
Philippines	4	4	-
Republic of China	2	1	525.00
Republic of Korea	2		686.00
Republic of Sri Lanka	2		994.00
Republic of Viet Nam	2		600.00
Singapore	2	1	870.00
Thailand	2		624.00
	<u>32</u>	<u>10</u>	<u>\$ 13,631.00</u>

3. Assumptions about Management of Inputs

a) The Executing agency -- Philippine Council of Women Trade

Unionists will be guided and assisted in planning and administering the Seminar by the Seminar Coordination Committee.

b) Members of the coordinating committee will include representatives of the Philippine Council of Women Trade Unionists, Philippine Department of Labor, ILO, USAID/Manila and the Asian-American Free Labor Center. The Chairman of the Committee will be from the staff of the Philippine Department of Labor.

- c) The Philippine Department of Labor will provide some logistic support for the seminar.
- d) O/LAB/AID/W will provide the project manager/monitor.

**E. RATIONALE**

The idea of a "Seminar for Asian Women Trade Unionists" was first proposed by Undersecretary of Labor, Amado Inciong at the ILO/ECAFE Regional Symposium on Labor and Population at Kuala Lumpur in August 1972. The idea met with approval from trade union leaders present at informal meetings. After several unsuccessful attempts to secure funding for the seminar from either multilateral or Philippine sources, Inciong turned to USAID/Manila for funding. USAID/M staff were very impressed with the innovative nature of the proposal and its potential for contributing to awareness of population problems and family planning among a large organized sector of the population in Asian countries but for technical reasons could not fund it. Inciong was encouraged to seek AID/W funding for the Seminar, which he did.

The Undersecretary was very eager for the Department of Labor to participate in and extend family planning programs to the labor force of the Philippines in addition to the promotion of a regional seminar for Asian Women Trade Unionists. In the Philippines women trade unionists

cover many facets of employment and occupy numerous high-level positions in the work force and should not be overlooked. They could assist in exploring a new area in family planning activities throughout the industrial sector if given effective encouragement through this project.

With this strong interest evidenced by the Philippine Department of Labor in the promotion of this Seminar and follow-up activity the following major results might be expected:

a) Department of Labor in Philippines and other Asian countries could develop and implement an excellent program on population awareness and family planning motivation for labor force families. b) Family planning would be more widely practiced among families in the labor sector in Asian countries. c) More active participation of labor organizations throughout Asia in family planning and population awareness programs and a precedent could be set which might get such programs included in trade union workers' education and social projects programs without being confined to women trade unionists only. d) Could focus attention of government officials responsible for family planning programs on the contribution that labor organizations are capable of making to family planning.

The AID Policy Determination on Labor-Manpower (see AIDTO CIRCULAR A-499 -- 5/2/73) mentions that AID should encourage institutions in less developed countries concerned with manpower and labor as for example for labor unions and ministries of labor to give priority attention to health and family planning as they affect members of the labor force. This project will be completely consistent with this policy and it

will also be supportive of multilateral (UN-ILO-ECAFE) policy and program in this sector. Although the ILO has not been able to conduct this type of Seminar in the region it has indicated by its consideration of a proposal to fund such a Seminar that <sup>this project</sup> would be supportive of the ILO-ECAFE recommendations for a family planning program for the Organized Sector adapted at the Symposium at Kuala Lumpur, July-August, 1972.

The Philippine Council of Women Trade Unionists which will be the primary sponsor is a women's group and the Seminar will highlight the relevance for women of the expanding programs of family planning which are aimed at rapidly reducing high birth rates throughout the developing world. These programs coincide with other goals of women and governments, including:

- 1) release from the socially and economically undesirable effects of repeated unwanted pregnancies,
- 2) extension of basic human rights to all citizens regardless of sex,
- 3) inclusion of all capable and productive citizens into the labor force, and
- 4) involvement of all sectors in attaining the goal of balanced national development.

F. STRATEGY AND COURSE OF ACTION

The Project will focus upon recruiting women seminar participants from trade union organizations in the identified countries. The participants should have sufficient stature within their national trade union centers to be able to influence policy and programming decisions of their national trade union federations or organizations. It will be the aim of the Seminar to train and prepare these selected women trade unionists to provide policy and program leadership to their national organizations on the subjects of improvements in the status of women in the labor force and on population awareness and family planning.

The course of action for accomplishing this aim will include:

Step 1 - Investigate and inquire as to which trade unions and women trade union leaders in the identified Asian countries are qualified to take leadership on these questions and secure organizational commitment of their national trade unions on the goals of the seminar. If no such woman is available, acceptable alternatives are women in positions of responsibility within government labor agencies, women's bureaus, social welfare departments, planning agencies, and education institutions.

Step 2 - When the appropriate delegate has been selected for each country invite her participation through whichever trade union or government to government channel is most effective for securing acceptance and participation.

Step 3 - Step 2 should be completed in time to provide the selected participants with briefing materials and time to inform themselves regarding their country's policies and programs on the status of

women in the labor force and population and family planning, and the report of the ILO-ECAFE Symposium (Kuala Lumpur, July 1972) on Labor and Family Planning.

Step 4 - The opening sessions should clearly identify the seminar as a meeting of trade union leaders gathered to discuss basically trade union problems and policies and how women can strengthen their participation in unions. The early lectures and discussions should be structured so as to highlight the inter-relationship and mutually supportive nature of the goals of trade unions for improving the standard of living of workers, the goals of movements to improve the status of women in the labor force and the goals of national and community policies and programs to secure the acceptance of family planning.

Step 5 - Later sessions of the seminar should lay stress upon the contributions which trade unions can make toward improving the status of women in the labor force and promoting a small family norm. During some of the sessions the delegates should break into smaller discussion groups. A prime discussion topic for the small groups should be what the delegates can do to promote policy and programming commitments within their own trade union movements for the goals of the seminar.

The Seminar in plenary session should also seek the adoption of appropriate resolutions or statements concerning the subject matter of the Seminar.

Male participation should be primarily as observers and not as delegates. Particular attention should be given to obtaining male observers who can or will assist the delegates to secure home country organizational and government commitment to the goals of the seminar.