



TOGETHER
for a sustainable future

OCCASION

This publication has been made available to the public on the occasion of the 50th anniversary of the United Nations Industrial Development Organisation.



TOGETHER
for a sustainable future

DISCLAIMER

This document has been produced without formal United Nations editing. The designations employed and the presentation of the material in this document do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations Industrial Development Organization (UNIDO) concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries, or its economic system or degree of development. Designations such as “developed”, “industrialized” and “developing” are intended for statistical convenience and do not necessarily express a judgment about the stage reached by a particular country or area in the development process. Mention of firm names or commercial products does not constitute an endorsement by UNIDO.

FAIR USE POLICY

Any part of this publication may be quoted and referenced for educational and research purposes without additional permission from UNIDO. However, those who make use of quoting and referencing this publication are requested to follow the Fair Use Policy of giving due credit to UNIDO.

CONTACT

Please contact publications@unido.org for further information concerning UNIDO publications.

For more information about UNIDO, please visit us at www.unido.org

UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION

Distr.
RESTRICTED
UNIDO/IO/R.247
29 August 1986
ENGLISH

FOOTWEAR AND LEATHER GOODS
TRAINING AND DEMONSTRATION CENTRE

US/PHI/79/109

PHILIPPINES

Terminal report*

Prepared for the Government of the Philippines
by the United Nations Industrial Development Organization

Based on the work of R. E. G. Mezeray, Project Co-ordinator

*This document has been reproduced without formal editing.

EXPLANATORY NOTES

Local Currency Peso	1 Peso = 100 centavos	
1 US Dollar = P 7.65 (1980)		P 9.30 (1983)
	P 7.95 (1981)	P 9.80
	P 8.22 (1982)	P11.00
	P 8.30	P14.00 (1984)
	P 8.60	P18.00
	P 8.90 (1983)	P19.95

ABBREVIATIONS

- MTI - Ministry of Trade and Industry
- FLTDC - Footwear and Leathergoods Training and Demonstration Centre
- FRG - Federal Republic of Germany
- UNIDF - United Nations Industrial Development Fund
- UNIDO - United Nations Industrial Development Organization
- CTA - Chief Technical Adviser
- BSMI - Bureau of Small and Medium Industries
- NMYC - National Manpower and Youth Council
- FILIFI - Footwear Integrated Leather Industries Foundation Inc.
- WB - World Bank
- MSDO - Manpower Skills Development Officer
- DCF - Design Centre of the Philippines
- MIRDC - Metals Industry Research and Development Centre
- FAME - Furnishings and Apparel Manufacturers Exchange
- OMAC - Operations Management Advisory Committee
- LEAF - Leathergoods and Footwear Foundation, Inc.
- PHILSA - Philippine Standardization Association

ABSTRACT

- Project Title: Footwear and Leathergoods Training and Demonstration Centre
- Project Number: US/PHI/79/109
- Purpose: Establish a multipurpose centre for the footwear and leathergoods industries and, to a certain extent, for the tanning industry.
- Development objective: Contributing to the country's industrial economy through the upgrading of its footwear and leathergoods industry particularly for export.
- Immediate objectives: To install and set up a Centre composed of a pilot plant for footwear and leathergoods and a quality control laboratory for leather materials and finished products. The Centre main functions are: training and upgrading - assistance to the industry including In-plant technical assistance, demonstrations, industrial services and common production facilities - product development - quality control and other laboratory activities.
- Project financed by the Federal Republic of Germany through the United Nations Industrial Development Fund and implemented by the United Nations Industrial Development Organization.
- Philippine Government Agencies are: Ministry of Trade and Industry for coordination and the National Manpower and Youth Council for implementation.
- UNIDO planned contribution: US\$2,342,839
- Philippine Government planned contribution: P76,257,548
- Main conclusions: The FLTDC has been established and can operate satisfactorily at intermediate level. Nevertheless to insure successful continuity some important problems have to be promptly solved, these are: The Government agency to control the Centre after completion of the project as yet to be designated - lack of permanent budget - no permanent employment status yet and lack of incentives for the technical staff. Also the Centre needs to be strengthened and its proficiency level upgraded, particularly if we consider a possible involvement at Regional Level, and this calls for further technical assistance.
- Main recommendations: Designation of the FLTDC Governing Agency and recognition of the Centre multipurpose character - Securement of a permanent budget - Immediate action to provide the technical staff with permanent employment at appropriate level - Immediate action to secure further international technical assistance - Priority to be given to staff development and product research and development - Involvement of the industry in the policies operation and activities of the Centre.

TABLE OF CONTENTS

	<u>Page</u>
EXPLANATORY NOTES	2
ABSTRACT	3
TABLE OF CONTENTS	4
INTRODUCTION	6
A. Project Background	6
B. Official Arrangements	7
C. Contributions	8
- UNIDO	8
- Government	9
D. Objectives of the Project	10
- Development objectives	10
- Immediate objectives	10
a. Footwear	10
b. Leathergoods	11
E. Training	13
F. Equipment	14
RECOMMENDATIONS	15
A. General Recommendations to the Government	15
B. Recommendations to the Government Agency Responsible for the Management of the Centre	18
C. Recommendations to the Centre Management	22
D. Recommendations to the Industry	26
E. Specific Recommendations to NMYC/ World Bank Training Scheme	30
I. ACTIVITIES AND OUTPUT	31
A. Project Activities	31
B. Project Outputs	42
C. Findings	42
II. ACHIEVEMENT OF IMMEDIATE OBJECTIVES	51
III. UTILIZATION OF PROJECT RESULTS	53
IV. CONCLUSIONS	56

<u>ANNEXES</u>		<u>Page</u>
1	Project Budget/Revision I	59
2	UNIDO Contribution	62
3	Government Contribution	63
4	Itemization of Budget Request 1984	64
4A	Special Budget CY 1985	66
5	Summary of Expected Outputs	67
6	Fellowship for Counterpart Staff	72
7	Non-Expendable Property Record Form	74
8	UNIDO International Staff	85
9	List of Counterpart Staff	86
10	FLTDC Organizational Chart	88
11	Major Equipment Items provided by UNIDO	89
12	FLTDC Brochures	91
13	List of Industry Associations, Government and non-Government Agencies	93
14	List of Project Reports	95
15	Training Courses/Seminars/Workshops conducted by FLTDC	96
16	Number of Firms having Availed of the Center facilities and services to date September 1985	110
17	Product Development Activity- List of Prototypes	111
18	List of Lectured Delivered during the First Seminar on Footwear Manufacture in the Philippines	114
19	List of Lectured Delivered during the National Seminar on Leather and Allied Industries	115

INTRODUCTION

A. Project Background

The Footwear and Leathergoods Industries in the Philippines have a great potential, particularly, with regards to non traditional export products.

Towards the end of the seventies the Government of the Republic of the Philippines as policy encouraged the development of non-traditional exports among which were shoes and leatherwear.

In a speech on 29 August 1979 the Minister of Industry(MTI) Mr. Roberto V. Ongpin, stressed the importance of shoes and leatherwear especially as export products, stating "We plan to develop a focused export strategy by concentrating on limited number of export lines which we will promote aggressively, much like individual company promotes a limited number of product lines. Among these will be garment, electronics, furniture and other wood-based products, shoes and leatherwear".

Later on footwear and leathergoods were included in the seven priority products of the export development strategy implemented by the Ministry of Trade and Industry. (MTI).

A project was then designed in view of establishing the Footwear and Leathergoods Training and Demonstration Centre (FLTDC).

There was not any similar institution already established in the country and as far as it is known there was not any technical assistance work done previously in the footwear and leathergoods sectors.

B. Official arrangements

The subject project was originally presented to the Federal Republic of Germany (FRG) authorities as a suitable object to be financed through special purpose contribution under the United Nations Industrial Development Fund (UNIDF) in May 1979.

A staff member mission took place in October 1979 and the Final Project Proposal dated 1 November 1979 was presented through UNIDO Programme Development and Evaluation Section for the approval of the FRG Authorities.

The Government Official request was made on 25 October 1979 and the Project Proposal submitted on 1 November 1979.

The Project was approved as follows:

Republic of the Philippine Government	27 December 1979
Federal Republic of Germany Government	8 May 1980
United Nations Industrial Development Organization (UNIDO)	25 June 1980

The project became operational in November 1980 when the Chief Technical Adviser (CTA) and the Senior Leathergoods Expert were fielded.

The project was originally planned for a period of 30 months and was further extended through various project revisions.

By the end of 1984, the project would have lasted for 50 months. The handing over of the project to the Philippines Government is expected to take place early 1985.

The Government coordinating agency was the Ministry of Trade and Industry (Bureau of Small and Medium Industries-BSMI) while the implementing agency was the National Manpower & Youth Council (NMYC).

C. Contributions

UNIDO Contribution

In the original project document UNIDO Contribution amounted to US\$1,179,300 plus overhead cost US\$165,102 that is a total of US\$1,344,402.

This amount was then increased up to US\$1,650,054 as per project Revision D to reach the final total amount of US\$2,342,839 (including overheads) as per Project Revision E.

In the same manner the expert component was increased from 114 man/month up to 207 man/month.

The above mentioned adjustments were necessary because of slow down caused by administrative problems and subsequent retard in Government fund release which in turn delayed the construction of the building. In addition, while the objectives of the project, remained valid the Project Revision E introduced additional inputs supposed to produce additional outputs which were considered necessary to make the FLTDC a self sufficient Centre.

ANNEX 1. Shows the Project Budget/Revision I

ANNEX 2. Shows the total UNIDO Contribution.

Government Contribution

The initial government commitment as per project document amounted to P 3,157,548. Later on Project Revision E increased the Government Contribution by P 3,100,000 for a total of P 6,257,548. (See Annex 3. Government Contribution page 66).

For the period 1981 up to end of 1983 the actual expenditures amounting to P 4,193,494 were financed through a special budget chargeable against the "Foreign Assisted Projects Support Fund" authorized in B.P. Blg. 640 (Batasang Pambansa bilang 640 or Parliamentary Bill no. 640).

To cover the 1984 expenses a special budget chargeable against the same "Foreign Assisted Projects Support Fund" was officially approved for an amount of P 846,925. (See Annex 4. Itemization of Budget Request CY 1984 page 67).

By the end of the project (October 1985) the government cash contribution to the project will amount to P 5,937,957.00 as against P 6,257,548.00. This represents 94.89% of the government commitment. This amount of P 5,937,957 includes the 1985 Special Budget as shown on annex 4A page 69.

In addition, the government provided inputs in kind, in the form of one Pre fabricated building which value is estimated to be P 200,000.00, to house the Administrative Staff, and two renovated rooms (70 sq.m.) in another building pertaining to the NMYC/Regional Manpower Training Center, National Capital Region to house temporarily the 2 room laboratory.

D. Objectives of the Projects

The formulation of the project objectives as in the Project Document is summarized thereafter.

Development Objective

The higher level objective of the project in both the footwear and leathergoods fields consists in contributing to the country's industrial economy through the upgrading of its footwear and leathergoods industry, particularly by improving its competitiveness on the large potential export markets.

Immediate Objectives

In the Footwear Field

- To install and set up a pilot footwear plant, to train and demonstrate to management, supervisors and workers the modern techniques in footwear manufacture.
- To formulate syllabi for courses in all facets of footwear manufacture.
- To carry out extension services, to advise existing plants and give practical on-the-spot advice and assist in planning expansions when requested.

- To provide technical management and organization planning, with advice in technology, materials, production, quality control, marketing, costing and labour incentives.
- To assist the leather tanning pilot and training centre in carrying out training courses in leather manufacturing.
- To train counterparts in the different fields to enable them to carry out the work when the project finishes.

In the Leathergoods Field

- To set up a pilot and demonstration plant for the common use, and to the common benefit, of the country's leathergoods manufacturers.
- To conceive and implement training courses on all subjects relevant to the development of modern leathergoods production.
- To provide in-plant consulting services to the existing manufacturers for the improvement or extension of their operation.
- To act as a centre of information on the international production methods considering market trends, for dissemination to all medium and small-scale manufacturers.

- To promote subcontracting between the medium and small scale units.
- To give nationals proper training in all relevant skills, in order to ensure the availability, upon the completion of the project, of a suitable nucleus of trained labour, production supervision and management staff.

The development and immediate objectives remained valid throughout the life of the project.

The successive project reviews introducing additional inputs also introduced additional expected outputs. A summary of original and additional outputs was prepared for project monitoring and evaluation purposes. (See ANNEX 5 . Summary of Expected Outputs).

The main objectives of the project, which entered in the category of "Institution building projects", have been attained in so far as the FLTDC has been established and is now operating.

The Centre's management and technical staff have been trained to an acceptable level of competence. Training programmes and facilities have been developed and technical assistance is being provided to the industry in the sectors of tannery, footwear and leathersgoods.

Nevertheless, it has to be understood that, although the overall duration of the project would be about 59 months, the Centre will only have a little bit more than three years of existence to date (September 1985). Therefore, there is still need for more time, inputs and efforts before the Centre becomes the adequate development tool the industry needs, particularly with regard to a possible involvement of the Centre at regional level.

E. Training

Fourteen (14) management and technical national counterparts were granted fellowship for a total of sixty three point five (63.5) man/months. (See ANNEX 6. List of Fellowship for Counterpart Staff).

Also eight (8) technical staff attended the Trainers Training Courses organized by the NMYC/Training Division and Five (5) technical staff attended the Trade Test Development Course organized by the NMYC Trade Skills Standards Division.

In addition, a lot of informal on the job training took place during project implementation. This training was done by all the project's experts within their respective areas of activity and field of competence. This was an important part of Expert's Job Description.

In general, the results of these various training activities were positive as most of the staff have acquired a satisfactory level of competence enabling them to fulfill their duties,

considering that the Centre as yet operates only at what may be called an intermediate level.

There is still need for the staff to be upgraded and more experienced before expecting them to be in a position of operating at a higher needed level.

Most of the fellowship were successful although some were less satisfactory for various reasons such as: language problem- duration too short- level and/or type of establishment not suitable for the purpose.

F. Equipment

All ordered equipment were received as planned.

Year inventories were regularly verified, signed and returned to PAC, UNIDO, Vienna within the stipulated deadlines.

Attached is the signed copy of the latest version of non-expendable property record form brought up to date, January 1985 (See ANNEX 7. Non-Expendable Property Record Form).

At the time of writing this report the equipment was not yet formally transferred to the Government of the Philippines but the transfer process was in progress.

In general, the equipment met the specific requirements considering the multi-purpose character of the Centre's machinery, that is: training, demonstration, common production facilities and pilot production plant.

RECOMMENDATIONS

In order to consolidate the established Centre, develop its scope of activities, upgrade its capacity, improve its efficiency and, in so doing, fully utilize the result of the project the following recommendations should be taken into consideration:

A. General Recommendations to the Government

1. The Government must designate one and only one agency entirely responsible for the management of the Centre.

The designation of the agency should be based on its ability to manage the Centre as a multi-purpose institution, on its direct involvement with the different sectors of the industry, on its capacity to coordinate the Centre policies and programmes with other industry development oriented institutions, on its capacity to finance regularly and sufficiently the Centre, on its dynamism.

2. The status of the FLTDC has to be clearly defined and its multi-purpose character officially recognized since the Centre is supposed to undertake various activities which can be classified as follows:

- Training activities,
- Product research and development activities,
- Industry oriented activities (such as: In-Plant Technical Assistance, Industrial Services, Equipment and Processes Demonstration,
- Materials and Products Quality Control and other Laboratory Activities.

3. A regular budget has to be secured to assure permanent financing of the Centre so that it can carry out all the different activities mentioned above.
4. A further UN Technical Assistance Programme should be designed and a request to be made accordingly so that the Centre be strengthened and upgraded to a higher level of competency, proficiency and efficiency, particularly in view of a possible involvement at regional level.
5. It is important that necessary measures be taken to prevent any gap between projects should further UN Technical Assistance Programme get through.
6. The industry, for the development of which the Centre has been established, has to be associated in the monitoring of the Centre and be involved in the activities programming.

The involvement of the different sectors of the industry can be achieved through the constitution of a board with the participation of all professional associations and the partaking of the Footwear Integrated Leather Industries Foundation Inc. (FILIFI).
7. It is also recommended that the Centre be considered as a Technical Consultancy by Government Agencies when decisions concerning the leather based industries are to be taken.
8. A training levy scheme on all leather and footwear and leathergoods industries should be instituted.

9. The establishment of trade skill standards and the elaboration of trade tests should be boosted to provide the industry with this necessary structure component.

10. The Government should promote the restructuring of the footwear industry geared towards the development of more viable units and facilitate its technological evolution through incentives such as:
 - Lowering import duty on equipment and materials and other vital components and accessories not having their equivalent in quality available in the country.
 - Improving credit facilities through special financial institution schemes.
 - Envisage a small and medium scale industry development scheme which could provide export oriented selected firms with development package including training sponsored by the NMYC/World Bank (WB) Training Project, technical assistance provided by FLTDC, Government loans for equipment purchasing at reasonable interest rate and with a grace period for repayment of two years for example. This should enable the selected firms to actually emerge as the new generation of footwear and leathergoods manufactures in the Philippines.

11. Export incentives should also be devised in order to encourage the export oriented firms and facilitate their operation.

12. The Government should further develop actions towards the improvement of hides and skins quality, collection and preservation.

13. The Government should encourage and assist the Philippine Leather, Footwear and Leathergoods Industries in organizing a Study Tour in the various Asian Countries which have successfully developed their own leather industry. This would be in view of assessing the reasons for their success and taking advantage of their experience.

B. Recommendations to the Government Agency Responsible for the Management of the Centre

1. Provide the Centre management with the strongest support.
2. Give a relative independence to the Centre for better efficiency. Particularly the Chief of the Centre should be authorized to decide on the expenditures within the limits of the approved budget.

Also the procedure for buying materials needs to be simplified, speeded up and the selection of specific materials such as: leather, fabric, etc. has to be done by professional people from FLTDC.

3. Provide the Centre well in time with the necessary financial means based on annual pre-established budget.
4. Encourage the Centre to generate funds through training and industrial services fees, sale of finished products, etc. provided that this will not be considered as an end in itself and that the services be of quality.

The funds thus generated should be internally recirculated for an easier operation of the Centre and particularly to provide financial incentives to the Centre's Staff.

This of course can only be successfully implemented if a reliable accounting and auditing system is established.

5. Organize a special equivalency scheme so that the members of the present staff who have received a specific training overseas through fellowship and who were further training by UNIDO Experts, be given permanent employment status at the most appropriate level.
6. When additional permanent technical staff are to be recruited it is essential to ensure that the potential candidates meet the institution requirements as far as educational level is concerned so that there will be no hindrance for their future promotion.
7. Management and technical staff should be granted permanent status which will provide them with employment security. All financial incentives, including salaries, should be attractive enough so that the staff will be cooperative and efficient and will not be tempted to leave the Centre.
8. Considering the development of the FLTDC and the consequent increase of tasks and responsibilities the efficient management of the Centre will require the maximum attention of the Chief. Therefore his involvement in activities outside the scope of the Centre should be as minimal as possible.
9. The Centre should be restructured to include additional units, namely Product Research and Development Unit and Documentation and Information Service and also to strengthen and improve the External Services Scheme.

"
"
"
"
"
"

10. In relation with the restructuration of the Centre the staff would have to be increased accordingly.
11. The links between the Centre and the Industry have to be strengthened and systematized for a better understanding and cooperation. Possibly the creation of a board and/or the involvement of FILIFI can be useful. Small manufacturers should also be represented.
12. Relationship and cooperation with other Government and non-Government agencies have to be developed to make the best use of existing facilities, to avoid duplication or overlapping of activities, to share knowledge and experience and to stimulate resources sharing joint actions.
13. Permanent staff development at all levels has to be planned and implemented to continuously upgrade and update the staff. This applies to all units.
14. The name of the Centre could usefully be reconsidered so as to put more emphasis on its multi-purpose functions and activities. As an example, "Philippines Technical and Training Institute for the Leather Product Industries" would indicate a different dimension.
15. Some equipment would still be necessary particularly to complete the laboratory in order to extend its analyzing and testing facilities to non-leather materials and for the shoe and leathergoods units to introduce additional technical processes.

16. The building has to be completed so as to adequately accommodate for: Lecture rooms, visitors reception and show room, store room for material and finished products, instructors room, library, laboratory, product research and development unit and support services.

The Laboratory as well as the Administrative Offices should be installed in the same building which would need to be enlarged for the purpose.

If this would not be possible then the access to the Laboratory has to be modified so as to free the entrance.

The pre-fabricated Administrative Building needs to be renovated and the grass yard should be landscaped and correctly fenced.

17. The Centre should be provided assistance when imported items are necessary for its operation.
18. A small maintenance workshop with the basic equipment should be provided.
19. An important part of the Centre activities are carried out in the field as for instance, consultations, in-plant technical assistance, in-plant training, etc. Therefore, two vehicles are necessary to efficiently discharge these duties.

C. Recommendations to the Centre Management

1. The Centre should prepare every year a Calendar of Activities showing the various actions to be undertaken as well as the outputs expected and the deadlines for completion.

This Calendar of Activities should be based on the then prevailing situation, the possible forecasts for the year under consideration and the identified industry needs. The programme should be realistic and introduce a certain degree of flexibility in order to cope with any additional arising need or request.

2. Preparation, every year, of a detailed budget based on the above mentioned Calendar of Activities.

This budget would include all personnel costs, enough raw materials for training and product development purposes, fashion and technical books, magazines, spareparts, travel inside and outside the country, participation in exhibitions, etc.

3. Staff upgrading should be given priority. Individual needs have to be identified, specific programmes established and implemented through different means and methods such as on the job training, seminar attendance, fellowships, industrial immersion, etc.

Technical and pedagogical competence assessment should be carried out for each staff member in order to better identify the individual needs.

4. It is advisable to establish contacts with Asian Countries Embassies in Manila to assess the possibilities of sending the technical staff of FLTDC on industrial immersion fellowship.
5. Priority should also be given to Product Research and Development Activity.

A new unit has to be organized for the development of footwear and leathergoods products, footwear components, leathergoods accessories, shoe lasts, tools, small equipment, etc.

- To be used as a model to develop similar units in the enterprises with the assistance of the Centre.
- To render industrial services to the firms which would not be able to afford having their own product development unit.
- To be used as a support for the development of training activities at technician level.
- To act as a permanent technical development and research unit.

This unit also should look into the problem of standardization, lasts design, sizing systems and control and prepare collections and catalogues.

The Product Research Development Unit should be linked with the industry and permanently work in close cooperation with the manufacturers and other related organizations.

6. Also a priority, the External Service Unit has to be reviewed. Particularly the In-Plant Technical Assistance Scheme needs to be re-arranged and improved in order to provide better assistance to the industry for the re-organization of existing plants including layout, production planning and control, quality control, product costing, raw materials saving, etc.,

The detailing of technical staff to enterprises during determined periods for implementation of technical assistance programmes could be envisaged.

7. In order to provide extension service to the footwear and leathersgoods industries located in the provinces, the Centre should conduct technical training courses, at the FLTDC, for NMYC Regional Centres Officers.

At the initial stage the extension work should be done in collaboration with the FLTDC Counterpart Staff, to be subsequently handed over to the Regional Extension Service Officers.

8. The training activities have to be decentralized as much as possible by detailing instructors to firms undertaking in plant training activities and by organizing in field training courses when the training will not require the Centre facilities.
9. The training related activities should be given great attention particularly for the continuation of the preparation of the Modular Units and Modules of Employable Skills and the development of more teaching/learning elements, visual aids, etc.

10. No training course should be undertaken unless there is enough raw materials available to ensure satisfactory skill acquiring and development.
11. When recruiting new entrants and out-of-school-youth for basic skills training courses the recruitment should be done in areas where there are manufactures in order to facilitate the placement of the trainees after the courses and avoid transport problems and cost afterwards.
12. The Centre should have an aggressive marketing action and promote its services through various advertizing means, such as open day once a year in connection with anniversary day, participation in exhibitions, preparation and distribution of hand outs and other printed information like Centre News Bulletin for example and use of all the available medias. Also the direct links with the industry have to be strengthened.
13. In order to gradually introduce new technical processes and improved working methods the Centre should develop specific experiments and periodically organize demonstrations for the manufacturers.
14. A complete list of spare parts and machine accessories has to be established and minimum stock has to be secured to insure continuous maintenance and smooth operation of the whole equipment.
15. A Documentation and Information Unit has to be initiated and developed in order to become a sort data bank for the industry.

16. The Centre should continue to assist and promote the local production of small equipment and metal accessories.
17. Considering that the Centre is a Governmental Institution employing civil servants, that its multi-purpose character implies many different activities and that the Centre itself and its staff still need upgrading, it is of paramount importance that the Centre be managed as firmly as possible to prevent set back and insure that the best possible service will be rendered to the industry.

D. Recommendations to the Industry

Technical assistance cannot solve all the problems and can even be useless if the recipients that are the industrialists do not themselves undertake the necessary steps and actions.

It is recommended that the industry be encouraged to consider the following:

1. Progressive restructuring of the enterprises is necessary together with a different division of the work in order to introduce more effective production methods and improve productivity and quality.
2. Production methods and processes have to be changed to improve productivity and also save raw material and reduce cost, (upper cutting for example).

3. Mechanization up to a reasonable level is needed to increase production capacity of the export oriented firms so that they can cope with larger export orders.
4. Investment in training workers, supervisors, managers and technicians is a must as the introduction of new methods implies training.
5. The industry in general should show more concern and be more involved in the FLTDC operation, policies, training programmes and other activities and it also should give the Centre a stronger support.

On the other hand, the industry should take better advantage of the Centre facilities and services.
6. The industry as a whole, that is tannery, footwear and leathergoods has to find ways to organize its different sectors and the various existing associations into one consolidated national body representing all private leather and allied industries. This body would be the sole and mighty trade association which could deal efficiently with the Government.
7. There is need for product research and development which is a must for the fashion based footwear and leathergoods industries. This goes along with preparation of collections instead of permanent production of new models which makes the enterprises unable to actually develop the products and organize the production.

8. Footwear and Leathersgoods Manufacturers should establish closer contacts with the local big buyers and they all should make efforts to arrive at a collection system instead of the present habit which consists in producing new models almost every week as this is a serious hindrance to product development, production planning and organization, raw materials and accessories supply.
9. Open and frank discussions should be held between the tanners and the manufacturers in order to enable the manufacturers to understand the problems of the tanners and vice-versa. This should permit a better concerted action particularly with regards to fashion trends for grains and colours.
10. As regards the tannery sector it is desirable that an effort be made to improve the finishing of the leather and also enlarge the range of finishes and colours.
11. Also the tanning industry should promote and support actions to improve hides and skins quality, collection and preservation.
12. Considering the quality leather scarcity problem the footwear and leathersgoods sectors should develop the use of indigenous materials such as natural fibers and reptile skins.

13. The shoe last industry needs to evolve towards models making and be involved in the process of standardization.
14. In the future a survey of the Philippine Foot Anatomy should be envisaged in order to design shoe last standards which would permit the production of shoes with a better fitting for the local market.
15. The footwear industry should look into the components production problem in terms of local needs determination, size of the potential market and existing producers in order to determine which components could be economically produced locally and which ones are better to be imported. Then the re-organization and development of the existing components industry could be envisaged.
16. The components industry cannot be rationally and economically developed without a minimum of standardization therefore it is recommended that the industry considers this aspect in cooperation with FLTDC.
17. The use of the pantograph should be generalized for the small firms as this non-expensive piece of equipment will help the small and medium scale footwear manufacturers to have more accurate sets of patterns.

E. Specific Recommendation to NMYC/World Bank
Training Scheme

The NMYC is the World Bank National Counterpart Agency for the implementation of the NMYC/WB Vocational Training Project.

This programme is intended to assist a certain number of industries among which are the footwear and leathersgoods.

Training contracts are established between the NMYC/WB, and Footwear and Leathersgoods Manufactures without the Centre being involved.

It is strongly recommended that, for all training contracts to be established with footwear and leathersgoods firms, the Centre, which is the only establishment of that kind in the Philippines, be consulted particularly to assess the actual training competences and facilities of the contracting firms and to be involved in the training process itself.

I. ACTIVITIES AND OUTPUT

A. Project Activities

The main activities carried out during the project's life are as follows:

1. Recruitment of International Staff (UNIDO Expertise)

Altogether eight (8) Experts would have been fielded for a total period of 207.3 man/month by the end of 1984 (See ANNEX 8. International Staff). In addition, three months consultancy service were provided (for equipment maintenance).

It is expected that the services of the Project Coordinator would be extended up to such an extent as the Project's Budget remaining funds at the end of 1984 will permit.

Also the services of the Footwear Technologist are to be extended up to February 1985.

2. Recruitment of National Staff

Twenty Five (25) persons altogether were recruited by the Government to man the Centre, these are:

- | | |
|--|---|
| - Chief of the Centre | 1 |
| - Supervising, Manpower Skills Dev. Officer | 2 |
| - Senior Manpower Skills Development Officer | 5 |

- Manpower Skills Development Officer	8
- Quality Control Researcher	1
- Assistant Researcher	1
- Senior Storekeeper/Mechanic	1
- Storekeeper	1
- Artist Illustrator	1
- Senior Clerk	1
- Junior Clerk	1
- Utility Man	1
- Messenger	1

(See ANNEX 9 . List of Counterpart Staff).

3. Building up of the Centre and Facilities

A concrete building of about 1000 sq. m. was erected to house most of the Centre's activities.

The two room laboratory has been installed in another building pertaining to the MMYC/Regional Manpower Training Center/National Capital Region (RMTC/NCR). Therefore, there is no direct access and this is a hindrance to the rational use of the laboratory.

The administrative staff is being housed in a pre-fabricated separate building.

4. Preparation of Centre Layout

The layout was prepared in order to rationally install the equipment of the various departments, mainly: Footwear Pattern Making-Footwear Manufacturing - Leathergoods Manufacturing-Leather weaving - laboratory.

5. Organization of the Centre

The Centre has been structured in such a way that it could stand on its own and carry out the different activities geared towards industry development. (See ANNEX 10. FLTDC Organizational Chart).

6. Equipment of the Centre

The needed equipment were selected, procured, installed and operated. This included machines, hand tools, laboratory equipment and some didactic components. (The Major Items are Shown on ANNEX 11).

7. Training of Centre Management and Technical Staff

All technical counterpart staff including the Chief of the Centre received adequate training to enable them to manage the Centre and carry-out the different activities envisaged.

The Training was implemented:

- Through award of Fellowships (See ANNEX 6. Awarded Fellowships).
- By Expert through training sessions and on the spot permanent training.
- By NMC through staff development seminars on training methods and other specific topics.

8. Development of Training Programmes and Teaching Aids

A certain number of training programmes have been designed:

- Basic Skills in Footwear Manufacturing
- Basic Skills in Leathersgoods Manufacturing
- Special Tailor Made Programmes for Industry
Specific Requirements to be implemented either
at the Centre or in the Field.

Also a certain number of teaching visual aids and didactic documents were established.

9. Training of Out-of-School-Youths and Industry Employees

In field training activities for industry employees started even before the Centre was in operation.

The training courses were organized at the Centre while in field training, when ever possible, continued to be implemented.

The training at the Centre has been organized for the training of new entrants, most of them out-of school-youth (Basic Training) and for industry employees (Upgrading).

Also working sessions at Management Level are being organized and Special Programmes are implemented to meet specific needs of manufacturers, big leathersgoods buyers, NMYC Regional Centres and other Government Institutions.

10. Specific Laboratory Activities

The following activities are part of the laboratory programme and have been implemented:

- Materials and finished products quality control through chemical and physical tests.
- Recommendations and advice to the industry to improve the quality.
- Establishment and recommendations of testing procedures to the Philippine Standardization Association.

11. Technical Assistance to the Industry

A technical assistance service to the industry has been organized and is being developed.

The assistance is taking place by means of:

- Consultations.
- In-Plant Technical Assistance.
- Industrial Services such as:
 - Product designs and patterns packages,
 - Patter grading,
 - Upper and sole clicking,
 - Strap cutting and folding,
 - Embossing,
 - Leather weaving,
- Common Production Facilities.
- Technical Feasibility Studies.

The assistance has been provided mainly to enterprises located in Metro-Manila but also in other regions, such as:

- San Pedro, Laguna
- Binan, Laguna
- Sta. Rosa, Laguna
- Calamba, Laguna
- Liliw, Laguna
- San Pablo City
- Cebu City
- Carcar, Cebu
- Davao City
- Zamboanga City
- Bulacan

12. Product Research and Development

The Centre has been developing prototypes of footwear and leathergoods in view of assisting the industries in the development of fashion exportable products.

This development is carried out in cooperation with the Design Center of the Philippines (DCP) and the industry.

This activity is also geared towards the use of indigenous raw materials.

A list of the main products developed, representing 37 models of footwear and 43 models of different types of leathergoods is shown on annex 17 page 114.

These prototypes were entirely developed at the Center and do not include products developed in factories with the assistance of the Center.

13. Organization of a Technical Library

A certain number of technical and fashion magazines were provided to assist the Centre Technical Staff as well as the industry. Also statistics and general information on the leather based industries are being gathered to little by little build-up - Documentation and Information Unit.

14. Development of Simple Equipment

Efforts have been made to develop prototypes of hand tools and simple machines or apparatus to be locally produced such as pantograph for grading of shoe patterns, cutting knives, knife sharpening device, edge staining apparatus, heat setting apparatus. Drawings have been prepared, few prototypes developed, contacts have been established with some private metal workshops and cooperation has been sought from the Metal Industry Research and Development Center (MIRDC) and from NMYC metal workshop.

15. Organization of National Seminars

A first National Seminar for the Footwear Industry took place in August 1983 in Marikina.

A report compiling all the lectures given can be obtained at FLTDC. The subject matters covered are listed in Annex 18. (page 117)

A second seminar was organized in February 1985. This was the First National Leather and Allied Industries Seminar to be held in the Philippines. It involved all sectors and agencies directly and indirectly linked to the leather based industries. A report compiling all lectures given can be obtained at FLTDC. The subject matters covered are listed in Annex 19. (page 118)

16. Centre Services Advertising and Marketing

A certain number of actions have taken place in order to make the Centre known and promote its services.

In addition to the Seminar mentioned above, the Centre is participating in exhibits such as, Furnishings and Apparel Manufacturers Exchange (F.A.M.E.) and handouts are printed and distributed (See ANNEX 12 . FLTDC Brochure).

Also information and promotion field trips were made to Cebu, Davao, Zamboanga, San Pedro, Biñan, Sta. Rosa, Calamba, San Pablo City, Liliw and Bulacan.

Cooperation is well established between the Centre and the Footwear and Leathergoods Journal the only Pilipino specialized magazine.

The Centre provides the journal information concerning the Centre activities, technical articles and tips.

17. Establishment of Relations with Industry, Government and Non-Government Agencies.

The Centre has been establishing and reinforcing relations with industry associations and with Government and Non-government Agencies in order to cooperate with all interested parties and make best use of available facilities. (See ANNEX 13 . List of Industry Associations, Government and Non-Government Agencies having links with the Centre).

18. Establishment of An Advisory Board

In line with the Project Document efforts have been made to create an Advisory Board. The board functions were defined as follows:

- To assist in the institutional development of the Centre consistent with the needs and requirements of the industry and the intention of the project document,
- To act as a forum between the Private and Government Representatives on matters affecting the leathergoods and footwear industries,
- To advise the Centre on directions, policies, plans and programmes affecting the development of the leathergoods and footwear industries,
- To assist the Centre in the implementation and operationalization of its plans and programmes through its linkages,
- To act as a feedback mechanism for all the implemented plans and programmes of the Centre in order for the Centre to improve its sets of policies, plans and programmes.

First an Interim Advisory Committee (1981) was established which then became Operations Management Advisory Committee (OMAC). Details concerning OMAC are available in Progress Report no. 1, dated 28 February 1982 Annex no. I and Progress Report no. 4 dated 28 February 1983 Annex no.I.

During a period OMAC Meetings were regular, well attended and fruitful. Unfortunately, since more than two (2) years OMAC has not demonstrated any kind of activity.

In 1982, in relation with OMAC, another body called Leathergoods and Footwear Foundation Inc. (LEAF) was created, primarily to provide services to the Footwear and Leathergoods Industries. LEAF as an organization of the private sector was supposed to cooperate with NMYC in organizing industry training board, assisting in the planning, implementation and evaluation of FLTDC's programmes and projects. LEAF was also supposed to generate resources to carry out the training functions, recruit trainees and cooperate in the establishment of trade skills standards. LEAF has also somehow vanished.

Several tentatives were made to establish an Industry Board in order to involve the industry in training research and development and training programme design to insure that the training provided by the Centre would be relevant to the industry needs. Unfortunately it has not been possible so far to establish such a board.

19. Training Programme Accreditation

Contacts have been initiated in view of studying the possibility of having Centre training programmes being acknowledged and accredited by an internationally recognized institution.

20. NMYC/WB Training Contract Project

FLTDC has initiated talks with the NMYC/WB Training Contract Project Management in order to fully involve FLTDC in the negotiation, preparation, implementation and follow-up of the NMYC/WB Training Contract Project for the footwear and leathersgoods industries.

21. Trade Skills Standards Preparation

The Centre's Staff has been participating in the preparation of Trade Skills Standard with NMYC.

22. Reporting

A Certain number of reports have been prepared by the different Experts and Consultant during the life of the project. (See ANNEX 14. List of Project Reports).

23. Project Monitoring

Two Tripartite Review Meetings took place during the project's life in July 1981 and December 1983.

Two Evaluation Missions were carried out, in March 1982 by Mr. Juhani Berg and Mrs. Rau-Mentzen and in September/October 1983 by Mr. Otto Kloetzer.

Two Backstopping Missions (Mr. Juhani Berg) were also carried out: one in February 1983 and the other in September 1984 which was combined with an Inter-Agency Meeting.

The Final Tripartite Review Meeting took place at FLTDC on 1 March 1985.

B. Project Outputs

1. Physical infrastructure for Footwear and Leathergoods Training and Demonstration Centre with building, machinery and equipment, facilities such as: electricity, water, compressed air, etc., including the following units:
 - Pattern making and shoe designing unit.
 - Quality control laboratory for leather, footwear and leathergoods materials.
 - Pilot plant and training unit for footwear manufacture.
 - Pilot plant and training unit for leathergoods manufacture.
 - Extension services and common facility service unit including a complete leather weaving unit.

2. Training programmes, syllabi and other didactic materials.

- Syllabi for basic skills training in Footwear:
 - Footwear Pattern Making (FW 100)
 - Footwear Upper Making (FW 101 & 102)
 - Footwear Bottom Making (FW 103, 104, 105)
 - Machine Lasting (FW 104-A)

- Syllabi for basic skills training in Leathersgoods:
 - Leathersgoods Pattern Making (LG 147)
 - Components Cutting and Assembling (LG 148)
 - Sewing Operations (LG 149)

- Upgrading Programme in Quality Control Laboratory:
 - Physical and Chemical Testing of Leather.
 - Leather and Material Testing.

- Special Training or Upgrading Programmes for specific industry needs.

- Learning Elements and Technical Brochures.

- Slides and Transparencies for didactic purpose.

3. Eighteen (18) Trained Personnel as follows:

- 1 Chief of the Centre,
- 1 Supervising, Manpower Skills Development Officer for Footwear,
- 1 Supervising, Manpower Skills Development Officer for Leathersgoods,

- 2 Senior Manpower Skills Development Officer for Footwear,
- 1 Senior Manpower Skills Development Officer for Leathergoods,
- 1 Senior Manpower Skills Development Officer for Extension Services Section,
- 1 Senior Manpower Skills Development Officer Mechanic,
- 4 Manpower Skills Development Office for Footwear,
- 3 Manpower Skills Development Officer for Leathergoods,
- 1 Manpower Skills Development Officer for External Service Section,
- 1 Manpower Skills Development Officer for Quality Control & Testing,
- 1 Manpower Skills Development Officer for Quality Control

4. Two Hundred and thirty eight (238) out-of-school-youth trained in the various basic skills training programmes as follows:

- Footwear	
Pattern Making	- 30 trainees
Upper Cutting	- 11 trainees
Upper Making	- 60 trainees
Bottom stock cutting and preparation and hand lasting	- 20 trainees
Bottom Making and finishing	- <u>50 trainees</u>
Total	<u>177 trainees</u>
- Leathergoods	
Pattern Making	- 15 trainees
Cutting & Assembling	- 23 trainees
Sewing Operation	- <u>23 trainees</u>
Total	<u>61 trainees</u>

- Five hundred and Sixty six (566)* industry and various agencies personnel trained or upgraded in different fields of activity including, materials testing, footwear manufacturing, leathersgoods manufacturing, quality control, management, production organization, pattern making, etc. (See ANNEX 15. Training Courses/Seminars/Workshops).
5. Testing procedures, standards and guidelines for testing and quality control of leather ready for submission to the Philippine Standardization Association (PHILSA).
 - Standards for upper leathers, sole and insole leathers adopted by PHILSA.
 - A tentative standard for lining leather is under approval by PHILSA.
 - Testing procedures, standards and guidelines for rubber soling materials, adhesives, coated fabrics and burr tape fasteners ready for submission to PHILSA.
 - Proposal for standardization of denomination of leather and area measurement ready for submission to the Tanners Federation.
 6. Recommendations and advice to the tannery, footwear and leathersgoods industries on quality control and improvement.
 7. Design and development of small equipment for local production including drawings and prototypes development at the Center. (Pantograph, cutting knife, knife sharpening device, edge staining apparatus).
 8. Common facilities service unit with machinery available for certain operations and which are not within the financial scope of small-scale manufacturers both in the footwear and leathersgoods fields. (The equipment is the same than the one used for training and demonstration).

*This includes the 192 participants to the National Seminar on Leather and Allied Industries.

9. Collection of fashion footwear and leathersgoods prototypes developed in leather and also in native locally available materials such as reptile skins, natural fibers and textile. Some prototypes are made of leather woven at the Centre.
10. Collection of footwear and leathersgoods fashion magazines, few technical magazines and local statistics.
11. Number of enterprises availing of the Centre's facilities and services. To date (September 1985) one hundred eighty three (183) (See ANNEX 16. Firms having availed of the Centre facilities) enterprises have availed of the Centre's facilities through consultation, in-plant technical assistance, industrial services. The demand is increasing.
12. FLTDC organizational structure enabling the Centre to carry out its various activities (See ANNEX 10. FLTDC Organizational Chart).
13. Established contacts and cooperation with the industry, the Government and non-government Agencies.
14. Growing reputation of the Centre which shows good prospects for the future and increasing interest of the industry for the Centre activities .

The outputs which can be attributed more particularly to the Experts are obviously the establishment of the Centre itself and the training of the Counterparts although they have contributed to the production of all the outputs mentioned above.

In fact it is only fair to say and very important to note that the entire and positive result of the project activities is due to the excellent cooperation of both the National and International Teams.

C. Findings

Considering the Footwear and Leathergoods Industry traditional structure, particularly the footwear sector in Marikina and Biñan, the industrial development can only be envisaged through a lengthy evolution process of the existing firms and/or through the creation of new production units starting from scratch in new areas.

In both cases the FLTDC, which was designed to upgrade and develop the Philippine Footwear and Leathergoods Industry, shall play a key role for the years to come.

Hence the end of the project shall not be the end of the Centre which is supposed to remain as a permanent institution.

All together the project, despite some delays during the initial stage, has produced positive results as it can be seen from the outputs enumerated on pages 38 to 43 and what is most important is that the Centre is equipped, organized and manned in order to continue operating after the project is terminated.

Nevertheless to establish such an institution requires a longer period of time and years of experience. It also requires that all parameters be taken care of to insure a smooth and efficient operation. Only a dynamic centre could actually have

a real impact on industry development. That is why a certain number of factors, some of capital importance, have to be taken into consideration.

- The fact of having two Government Agencies involved, one for coordination (MTI) and one for implementation (NMYC), has contributed to create an unclear situation with regard to the actual Centre's Governing Agency and might have been counter productive to a certain extent despite the fact that both agencies show keen interest in the Centre. Therefore, it is of paramount importance that the official status of the Centre be defined and that a sole agency be designated to govern the Centre when the project ends.
- An establishment like FLIDA which has been put up to assist the industry cannot perform well and accordingly if the said industry is not involved in the policy making, the programming and the monitoring of the Centre activities.

The two experiences made during the project life of establishing an Operations Management Advisory Committee (OMAC) and a Leathersgoods and Footwear Foundation Inc. (LEAF) have shown that this kind of entity works for a period of time after which they somehow disassociate.

Also attempts to establish a training Industrial Board have not been successful so far.

It is difficult to analyze the reasons for this situation to occur particularly when more and more firms are having contacts with the Centre and are making use of its facilities and services.

- The financing of the Centre activities is another problem. As indicated under Government contribution page 9 the funding of the Centre during the Project's life has been done through a special fund, the "Foreign Assisted Projects Support Fund".

The financing through the "Foreign Assisted Projects Support Fund" is valid only during the existence of the project. This means that when the project is finished this fund will not provide anymore money to the Centre.

The project main objective was to establish the Footwear and Leathergoods Training and Demonstration Centre as a permanent institution. Hence the Centre shall continue to exist and develop after the project is terminated and this requires a continuous financing for its operation.

To date (September 1969) the Centre, as an entity, does not appear on any Ministry or Government Agency Budget. Therefore it is imperative that a permanent funding source be secured before the handing over of the project to the Government.

- In relation with the budget situation the problem of the Centre personnel status arises as most of the technical staff are employed on a one year contract basis without any guarantee of employment continuation and without benefitting of the incentives inherent to the civil servant status.

- Although a lot has already been done concerning the Centre management and technical staff training there is still need for up-grading, therefore staff development should be considered as a priority and be taken care of.

- The facilities and equipment of the Centre are satisfactory, nevertheless there is need for improvement and completion of the building and few additional pieces of equipment would be necessary for the laboratory and the pilot plants to introduce additional technical processes.

- Basic training programmes are available but there is need for more programmes to be designed particularly for up-grading and supervisory levels and for trainers training. Also the development of Modular Units and Module Employable Skills needs to be pursued as well as the Trade Skills Standards.

- The technical assistance to the industry although already well developed needs to be better organized and improved as well as commercial production facilities services which need to be better marketed.

- Product Research and Development appears as one of the priority activities the Centre should further develop.

- Despite of many contacts and preparation of prototypes drawings, simple machines and tools development has not been successful so far due to the fact that neither local specialized agencies nor private firms have shown any desire to be involved in the production of the prototypes.

- Considering all what preceeds and although the project can undoubtedly be considered as successful it is obvious that there is need for further assistance to strengthen the Centre and brings it to a higher level of proficiency.

This is even more so if we envisage a possible involvement at regional level considering the UNIDO Third Consultation Recommendation about the strengthening of existing Centres in developing countries.

II. ACHIEVEMENT OF IMMEDIATE OBJECTIVES

As mentioned under contributions (para 8) there were some delays during the initial part of the project due to administrative problems and subsequent retard in Government funds release and building erection.

After that go slow period things developed satisfactorily and finally the results of the project compare favourably with the targets of the work plan. Practically all the planned activities have been carried out and most of the expected outputs have been achieved.

The comparison of the results with the objectives of the project is also positive.

- Two pilot plants, one for footwear and one for leather goods have been established for training and demonstration purpose. They are correctly equipped and are in operation.
- The Centre management and technical staff have attained a certain level of proficiency enabling them to run the Centre at an intermediate level.
- Syllabi for courses in all facets of footwear and leather goods manufactures have been developed at basic level.
- A laboratory for testing and quality control for leather materials and leather based finished products is functioning and rendering service to the tannery industry as well as to the footwear and leathergoods sectors.

An extension service provides technical assistance to the industry through consultations, on the spot advice, in plant assistance, industrial services.

Assistance in planning extensions of existing plants and setting up of new ones is provided when requested.

Technical management advising is also provided in relation with materials, equipment, production planning, quality control, costing, etc.

- A common facilities scheme utilizing the pilot plants equipment and a complete leather weaving unit is in operation.
- The relations between the Centre, the industry in general and the other agencies are well established and the cooperation between the different entities is developing satisfactorily.

From the preceding paragraphs we see that the main immediate objectives of the project have been achieved as the institution called "Footwear and Leathergoods Training and Demonstration Centre" has actually been built up and is now operative.

Nevertheless, as already mentioned, the FLTDC needs to be strengthened and developed to make sure that in the future it will continue to efficiently participate in the achievement of the development objective.

III. UTILIZATION OF PROJECT RESULTS

The results of the project have already been utilized. In fact they started to be utilized as soon as production and training facilities were available. Since then the utilization of the project results has increased regularly and it is obvious that the Centre technical expertise,

training and production facilities and services will be more and more requested provided the Centre upgrade its level of proficiency.

The results of the project are utilized by the various sectors of the industry and other establishments in many different ways.

Tannery

- The tannery sector requests the assistance of the Centre and consult the laboratory on matters relevant to tanning and leather in general.

- The Reptile skins tanners request the Centre assistance in the improvement of their products.

Footwear

- The footwear manufacturers avail of the different services provided by the Centre and more particularly the following:
 - use of common facilities for pattern grading and cutting of components.
 - industrial services packages for model and pattern making.

Leathergoods

- The leathergoods manufacturers avail of the following services:
- Use of common facilities for components and straps cutting, straps folding, embossing, splitting.
 - Industrial services packages for products design and pattern making.

Footwear and Leathergoods

Both the footwear and the leathergoods sectors avail of services such as:

- Manpower resources through the hiring of out-of-school-youth trained at the Centre.
- Upgrading training activities for the firms personnels.
- Laboratory testing and quality control facilities and services.
- External Services for consultation, in-plant technical assistance and any kind of service the Centre can render.
- Leather weaving plant.
- Working sessions at management level designed to assist managers in various areas.
- Product development and assistance in collection preparation.
- Equipment selection and demonstration.

Other establishments

- The footwear and leathergoods buyers consult the Centre for quality control of finished products.
- The management of the NMYC/WB Training Project envisage the involvement of the Centre as implementing unit for the Footwear and Leathergoods Sectors.
- The FLTDC is invited to participate in exhibition as Furnishings and Apparel Manufacturers Exchange (FAME).
- The Design Center of the Philippines cooperate with FLTDC in product development activities.
- To date September 1985

183 firms have availed of the Centre Services.

238 out-of-school-youth have been trained.

566 industry employees have attended upgrading training activities.

The three sectors of the industry as well as government and non-government agencies reacted very positively to the National Leather and Allied Industries Seminar with an attendance of almost two hundred participants during the three day seminar.

The demand for services is continuous and it is expected that it will increase in the future.

One interesting thing is that the Centre policy is to be as flexible as possible for what concern training programmes and technical assistance in order to promptly react to the industry needs.

Undoubtedly the results of the project are well used and it should be more so in the future if the Centre develop further its capacity, efficiency and proficiency.

IV. CONCLUSIONS

A certain number of conclusions can be drawn as a result of observations made and experienced gained during the project implementation.

First of all the project design and immediate objectives were well in line with the general objective and well adapted to the Philippine Footwear and Leather goods Industries needs for industrial development.

Most of the outputs have been achieved and the immediate objectives fulfilled.

Hence the Philippines are now provided with a development tool which can usefully participate in the achievement of the development objective, that is: to contribute to the country's economy through the upgrading of its footwear and leathergoods industry particularly by improving its competitiveness on the large potential export markets.

However, it has to be realized that a certain number of conditions have to be fulfilled to insure an effective participation of the Centre in the achievement of this long term objective.

The permanent character of the Centre and its multi-purposes feature have to be officially recognized and guaranteed through an adequate budget.

The policies and programmes of the Centre have to be clearly defined and monitored, therefore one governing agency, preferably the most adequate, has to be designated to govern the Centre.

If the Centre management and technical staff are not provided with permanent employment and satisfactory salaries and incentives they will sooner or later leave the Centre, the more qualified leaving first and this could cause the collapse of the FLTDC.

To establish such an institution requires a period of time longer than the duration of the project, specifically if we consider that the Centre as an entity has only three years of existence. This denotes that FLTDC is still a frail set up which needs strengthening and up-grading particularly if we envisage that there could be some involvement at regional level.

These budget facilities, personnel status improvement, strengthening and upgrading of the Centre are absolutely necessary to ensure that the Centre will continue to develop and will ultimately become the adequate tool to achieve leather, footwear and leathersgoods industry development.

All this means that the FLTDC is certainly a useful and sound establishment, which corresponds to a need but which requires to be safeguarded and strengthened.

Therefore the Government should give the strongest support to the Centre, provide it with all the necessary financial means and seek further technical assistance in order to upgrade the proficiency and the efficiency of the now established Footwear and Leathersgoods Training and demonstration Centre.



UNIDO

PROJECT BUDGET/REVISION

3. COUNTRY PHILIPPINES	4. PROJECT NUMBER AND AMENDMENT US/PHI/79/109/J	5. SPECIFIC ACTIVITY 31.7.D
10. PROJECT TITLE Footwear and Leather Goods Training and Demonstration Centre		

ANNEX 1

15. INTERNATIONAL EXPERTS (functional titles required except for line 11-50)	16. TOTAL		17. Prior		18. 1984		19. 1985		20.	
	m/m	\$	m/m	\$	m/m	\$	m/m	\$	m/m	\$
11-01 CTA	42.2	253,647	38.3	222,265	3.9	31,382				
02 Shoe Technologist	40.0	258,617	28.0	165,494	10.0	76,059	2.0	17,064		
03 Shoe Designer/Pattern Cutter	29.0	171,606	29.0	170,824	-	782				
04 Consultants, Footwear	5.2	45,112	5.2	43,922	-	1,190				
06 Snr. Leather Goods Expert	52.5	360,512	37.5	251,376	12.0	71,256	3.0	37,880		
06 Designer/Sample Maker	20.3	101,435	20.3	98,667	-	2,768				
07 -										
08 Leather Technologist	21.1	142,220	9.1	54,720	12.0	87,500				
09										
10										
11										
12										
13										
14										
15										
16										
11-50 Short term consultants										
11-99 Sub-total-International experts*	210.3	1,333,149	167.4	1,007,268	37.9	270,937	5.0	54,944		
21. REMARKS	14% overheads on previous expenditure until end of 1981: \$ 685,956 = \$ 96,034 13% overheads as of 1982: \$ 1,381,282 = \$ 179,566 \$ 2,067,238 = \$ 275,600									

* If more than 16 experts are required check here and attach continuation sheet 1A. This sub-total must include all experts.



PROJECT BUDGET/REVISION

4. PROJECT NUMBER US/PHI/79/109/J	16. TOTAL		17. Prior		18. 1984		19. 1985		20.	
	m/m	\$	m/m	\$	m/m	\$	m/m	\$	m/m	\$
OPAS EXPERTS (functional titles required)										
12-01 _____										
12-02 _____										
12-03 _____										
12-99 Sub-total—OPAS experts ^b										
ADMINISTRATIVE SUPPORT PERSONNEL										
13-00 Clerks, secretaries, drivers		39,931		23,046		14,620		2,265		
13-50 Freelance interpreters (non-UNDP projects)										
13-99 Sub-total—Administrative support personnel		39,931		23,046		14,620		2,265		
UN VOLUNTEERS (functional titles required)										
14-01 _____										
14-02 _____										
14-03 _____										
14-04 _____										
14-99 Sub-total—UN Volunteers ^b										
15-00 Project travel		10,895		5,395		4,500		1,000		
16-00 Other personnel costs (including UNIDO staff mission costs)		14,000		10,302		2,777		921		
NATIONAL EXPERTS (functional titles required)										
17-01 _____										
17-02 _____										
17-03 _____										
17-04 _____										
17-05 _____										
17-99 Sub-total—National experts ^b										
19-99 TOTAL—PERSONNEL COMPONENT	210.3	1,397,975	167.4	1,046,011	37.9	292,834	5.0	59,130		

^bIf additional individual budget lines are required, check here and attach continuation sheet 1A. These sub-totals must include budget lines listed on page 1A.



UNIDO

PROJECT BUDGET/REVISION

4. PROJECT NUMBER US/PHI/79/109/J	16. TOTAL		17. Prior		18. 1984		19. 1985		20.	
	m/m	\$	m/m	\$	m/m	\$	m/m	\$	m/m	\$
SUBCONTRACTS										
21-00 Subcontracts										
TRAINING										
31-00 Individual fellowships		148,250		131,440		4,810		12,000		
32-00 Study tours, UNDP group training		3,510		3,510						
33-00 In-service training		2,778		2,778						
34-00 Non-UNDP group training		17,400		8,700				8,700		
35-00 Non-UNDP meetings										
39-99 TOTAL - TRAINING COMPONENT		171,938		146,428		4,810		20,700		
EQUIPMENT										
41-00 Expendable equipment		20,679		18,679		2,000				
42-00 Non-expendable equipment		449,821		425,358		24,463				
43-00 Premises										
49-99 TOTAL - EQUIPMENT COMPONENT		470,500		444,037		26,463				
MISCELLANEOUS										
51-00 Sundries		26,826		19,953		5,100		1,773		
55-00 Hospitality (non-UNDP projects)										
56-00 Support costs (CC and DC projects only)										
59-99 TOTAL - MISCELLANEOUS COMPONENT		26,826		19,953		5,100		1,773		
SURPLUS/DEFICIT										
81-00 Surplus/Deficit (ADM/FS use only)										
99-99 PROJECT TOTAL	210.3	2,067,239	167.4	1,656,429	37.9	329,207	5.0	81,603		
^c COST SHARING (UNDP/IPF projects only)										
^c NET UNDP CONTRIBUTION										

^c For information only - not for PAD input

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Project No. US/PHI/79/109

Footwear and Leather Goods Training and Demonstration
Centre in the Philippines

Final Statement of Account
(Expressed in US Dollars)

Approved/Revised budget 2,067,239.00
(excl. Programme Support Costs) =====

<u>Expenditure</u>	<u>Prior to 1982</u>	<u>1982 and sub- sequent years</u>	<u>Sub- total</u>
11.00 International Experts	295,174	1,051,096	1,346,270
13.00 Adm. Support Personnel	-	42,686	42,686
15.00 Project Travel	1,777	4,281	6,058
16.00 Other Personnel Costs	2,650	11,208	13,858
21.00 Subcontracts	-	-	-
30.00 Training	8,338	157,224	165,562
40.00 Equipment	400,404	64,404	464,808
50.00 Miscellaneous	<u>4,326</u>	<u>22,845</u>	<u>27,171</u>
Sub-total	712,669	1,353,744	2,066,413
Programme Support Costs	<u>99,774</u>	<u>173,841*</u>	<u>273,615</u>
	812,443	1,527,585	2,340,028

*With effect from 1 January 1982 the rate of Programme Support Cost changed from 14% to 13%. Accordingly, this amount includes adjustments on unliquidated obligations as of 31 December 1981.

Certified Correct:


H. Pichler, Head
Financial Service

ANNEX 3

GOVERNMENT CONTRIBUTION

The inputs from the Government of the Philippines were revised as follows after Project Revision E:

	As originally Planned, Phil. Peso	Project Rev. E. Phil. ₱	Total Phil. Peso
Personnel Services	457,548	800,000	1,257,548
Building	2,500,000	-	2,500,000
Building Extension	-	2,000,000	2,000,000
Maintenance and other Operating Expenses (incl. training materials, supplies and contingencies)	150,000	200,000	350,000
Furniture and Equipment Outlays	50,000	100,000	150,000
TOTAL ₱	3,157,548	3,100,000	6,257,548

The actual implementation is as follows:

	Actual expen- diture from Project origin up to end 1983 Phil. Peso	1984 Inputs Phil. Peso*	1985 Inputs**	Total Phil. Peso
Personnel Services	673,599	489,125	577,538	1,740,262
Building	2,806,000	-	-	2,806,000
Building Extension (in kind)***	-	-	-	-
Maintenance and other Operating Expenses (incl. training, materials, supplies and contingencies)	486,895	320,000	320,000	1,126,895
Furniture and Equipment outlays	227,000	37,800	-	264,800
TOTAL ₱	4,193,494	846,925	897,538	5,937,957

* As per itemization of Budget CY 1984 p.67 - 68.

** As per Special Budget CY 1985 p.69.

*** One prefabricated building which is estimated at ₱ 200,000.

NMYC Footwear and Leathersgoods Training
and Demonstration Center (FLTDC)
Itemization of Budget Request
CY 1984

Personal Services

<u>No. of Personnel</u>	<u>Position/Title</u>	<u>Pay Class</u>	<u>Hiring rate Pursuant to NDC No. 16</u>
1	Manpower Skills Development Chief	72	P 22,728
2	Supervising Manpower Skills development Officer at P 20,580	70	41,160
1	Senior Manpower Skills Development Officer at P 17,724	67	70,896
1	Manpower Skills Dev., Officer at P 13,420	62	124,416
1	Artist/Illustrator I	51	8,400
1	Senior Storekeeper	51	8,400
1	Senior Stenographer	46	6,552
1	Senior Clerk at P 13,650	46	19,656
1	Storekeeper II	45	6,240
1	Driver At P 8,360	42	10,764
1	Toolkeeper	39	5,362
1	Utilityman/Welder	39	10,764
			<hr/>
10	Total Salaries of Contractual Personnel		P 335,358
			20% Salary premium pursuant to Section 43 of the General Provisions of B.P. Elg. 540
			51,840
			Cost of Living Allowance
			67,200
			Commutible allowance
			7,800
			<hr/>
			Sub-Total for Personal Services
			P 462,198
			Additional amount for salary adjust- ment under P.M.A. effective May 1, 1984
			26,927
			<hr/>
			Total for Personal Services
			<u>P 489,125</u>

B. Maintenance and Other Operating Expenses

(Training of out-of-school- youths, trainers
and instructors and the provision of technical
expertise in other vocational schools and other
NMYC Training Center)

320,000

Sub-Total, Current Operating
Expenditures

P 809,125

C. Equipment Outlays P 37,800

<u>Qty</u>	<u>Item</u>
One (1)	Central Table
Two (2)	Base Cabinet
One (1)	Heavy-duty small table
One (1)	Pegboard
Sixteen (16)	Revolving stool
One (1)	Waterbath
One (1)	Hot plate
One (1)	Hydrometer
One (1)	Share-A-Tester
One (1)	Ultra Violet Lamp
One (1)	Exhaust Fan
One (1)	Manometer/Vacuum Gauge
One (1)	Artist Drawing table

Sub-Total, Capital
Outlays P 37,800

TOTAL FOR FY 1984 P 846,925
=====

Special Budget CY 1985

A. Personal Services

<u>No. of Position</u>	<u>Position/Title</u>	<u>Pay Class</u>	<u>Hiring Date</u>
1	Manpower Skills Development Chief	19	P 41,232
1	Supervising Manpower Skills Development Officer @ at P 33,816	17	67,632
1	Senior Manpower Skills Development Officer @ at P 25,116	14	100,464
1	Manpower Skills Development Officer @ at P 21,168	12	185,220
1	Artist/Illustrator @ at P 11,328	6	11,328
1	Senior Clerk @ at P 19,764	4	19,512
1	Senior Storekeeper - at P 11,328	6	11,328
1	Driver @ at P 7,992	2	7,992
1	Storekeeper II @ at P 8,832	1	8,832
1	Toolkeeper @ at P 7,236	1	7,236
1	Utilityman/Messenger @ at P 7,236	1	<u>14,472</u>
	Sub Total Salaries of Personnel		P 475,336
	Cost of Living Allowance for 25 Personnel		94,400
	Commutable Allowance		<u>7,800</u>
	Sub Total Personnel Services Allowance		102,200
	Total for Personal Services		P 577,536

B. Maintenance and Other Operating Expenses

(Training of out-of-school youths,
trainors and instructors, supervisors,
and foremen and the provision of tech-
nical expertise in other vocational
schools and other NNYC training
Center) - - - - -

P 320,000

Grand Total

P 897,536

=====

ANNEX 5

SUMMARY OF EXPECTED OUTPUTS

This summary of outputs is based on the original project document and on the revision document "E" and should be considered valid for project monitoring and evaluation purposes only. The purpose of this summary is to specify expected outputs in quantifiable terms and should be annexed to the original project document after approval by all concerned.

Output No. 1 : The complete physical infra-structure for a well-functioning footwear and leather goods training and demonstration centre complete with buildings, machinery and equipment, supplies and services for utilities, such as water, compressed air etc., including the following units:

- (a) pattern making and shoe designing unit,
- (b) quality control laboratory for leather, footwear and leathergoods materials,
- (c) pilot plant and training unit for footwear manufacture,
- (d) pilot plant and training unit for leather goods manufacture,
- (e) extension services and common facility service unit.

Output No. 2 : Complete training syllabi for all facets of footwear and leather goods manufacture. This syllabi will consist of a series of separate learning elements based on employable skills and when combined with technical and supervisory subjects will lead to a technical

certificate in footwear and/or leathersgoods manufacture. Trade tests and technical certificate standards will be established by a committee consisting of members of NMYC Training Division, footwear and leathersgoods industrialist and labour representatives.

- Output No. 3: Well trained personnel of all categories capable of operating the FLTDC facilities for the benefit of the country's footwear and leathersgoods industry as follows:
- One Chief of the Centre
 - Pattern Making and Shoe Designing Unit consisting of the following personnel:
 - One fully qualified Shoe Designer/Pattern Maker
 - One fully qualified Pattern Cutter
 - One Grading Machine Operator/Assistant Pattern Maker.
 - Quality Control Laboratory consisting of the following personnel:
 - One Quality Control Chief (Senior Researcher)
 - One Quality Control Researcher
 - One Assistant Researcher
 - Pilot plant and training unit for footwear consisting of the following personnel:
 - One Supervising Manpower Skill Development Officer
 - One Senior Manpower Skill Development Officer
 - Three Manpower Skill Development Officers

- Pilot plant and training unit for leather goods consisting of the following personnel:
 - One Supervising Manpower Skill Development Officer
 - Three Manpower Skill Development Officers
- Extension service and common facility service unit consisting of the following personnel:
 - One Senior Manpower Skill Development Officer for Footwear
 - One Manpower Skill Development Officer for Footwear
 - One Senior Manpower Skill Development Officer for Leathergoods
 - One Manpower Skill Development Officer for Leathergoods
- General service unit consisting of the following personnel:
 - One Senior Storekeeper/Mechanic
 - One Storekeeper
 - One Senior Clerk
 - One Junior Clerk
 - Secretaries and Drivers

Output No. 4 : Increased number of skilled footwear and leather goods industry craftsmen, foremen, supervisors and management through conducting short-term courses for the retraining of already employed industry staff in the Centre as well as through seminars, workshops and in-plant training. The number of trainees, courses, seminar and workshop participants is determined through a separate work plan and training calendar to be ratified by OMC.

- Output No. 5 : Established testing procedures and recommended Philippine standards for the testing and quality control of various types of footwear and leather goods raw materials such as upper leather, sole leather, lining material, components and accessories.
- Output No. 6 : Concrete recommendations to the local tanning industry to improve processing technology based on the findings of the quality control testing unit, and to improve quality and reduce claims due to inferior material usage.
- Output No. 7 : Recommendations, complete with drawings and engineering documentations, for the local manufacture of improved hand tools and simple machinery for the footwear and leathergoods industry. These tools and machines are foreseen to be made in the NMYC Metal Workshop.
- Output No. 8 : A common facilities service unit with machinery available for certain operations which are not within the financial scope of small-scale manufacturers both in the footwear and leathergoods field, as well as elaborated system and modus operandi for the common facility service centre.

Cont. ANNEX 5

Output No. 9 : A complete model range for footwear and leathersgoods demonstrating modern design and fashion trends for exportable products. A development work programme on the utilization of native and locally available materials for these products and a continuous programme for production development bringing out in seasonal intervals fashion forecasts, sample ranges and complete design/pattern packages and ready-to-implement production plans for export orders as required by the industry.

Output No. 10: A well-established technical and market information library which will collect information in the form of technical literature and periodicals and make this information and literature available to the local industry.

ANNEX 6

LIST OF FELLOWSHIP FOR THE COUNTERPART STAFF

FELLOWSHIP POSTS	DURATION MONTH	NAME OF FELLOW & COUNTRY OF STUDY	STARTED	COMPLETED
Shoe/Leathergoods Machine Mechanic	4	ROMERO, Jaime* (FRG)	Dec '81	Apr '82
Leathergoods Design & Pattern Making	5	ALANO, Daniel (Ancona, Italy)	Jul '82	Jan '83
Leathergoods Design & Pattern Making	5	DAQUIOAG, Hector (Ancona, Italy)	Jul '82	Jan '83
Footwear Industry Immersion	4	ESTANISLAO, Edgardo (Izegem, Belgium)	Sep '82	Dec '82
Shoe Designing/ Pattern Making	3	ESTANISLAO, Edgardo (Milano, Italy)	Jan '83	Apr '83
Visit Training Institutions, Shoe, Leathergoods and Machine Factories. Semaine du Cuir, Shoe and Leather Exhibition.	2 wks.	PURISIMA, Loreto** (FRG and France)	4/9/82	15/9/82
Leathergoods Technology	2.5	BALTAZAR, Rene (United Kingdom)	Sep '83	Jul '84
Trainers Training	3	SILVERIO, Renato (United Kingdom)	Jun '83	Aug '83
Shoe Machinery Maintenance	2	SILVERIO, Renato (FRG)	Aug '83	Oct '83
Management of Training	3.5	REGONDOLA, Alfredo (United Kingdom)	Sep '83	Dec '83
Trainers Training	2	CASILI, Gorgonio (United Kingdom)	Sep '83	Nov '83

* Mr. Jaime Romero did not complete his contract with the Government. He left the Centre without authority, in March 1983.

** Mr. Loreto Purisima is now the Executive Director of the Office of Manpower Planning and Development (OMPD/NMYC).

Cont. ANNEX 6

FELLOWSHIP POSTS	DURATION MONTH	NAME OF FELLOW & COUNTRY OF STUDY	STARTED	COMPLETED
Shoe Machine Maintenance	1	CASILI, Gorgonio (FRG)	Nov'83	Dec'83
Training Management	3	BORROMEO, Ruben (United Kingdom)	Sep'83	Dec'83
Footwear Manufacture & Trainors Training	5	EDER, Rey J. (United Kingdom)	Sep'83	Feb'84
Footwear Manufacture & Trainors Training	5	RAMOS, Sergio (United Kingdom)	Sep'83	Feb'84
Footwear Manufacture & Trainors Training	5	CRUZ, Teodoro (United Kingdom)	Sep 83	Feb'84
Quality Control	3	TORRES, Aurea (Netherlands)	Jan'85	Apr'85

Country PHILIPPINES Project No. US/PHI/79/109
 Project Title FOOTWEAR AND LEATHER GOODS TRAINING AND DEMONSTRATION CENTRE

Page 1 of 7A
 Period ending 31 Dec 1984

UNITED NATIONS  NATIONS UNIES
 UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION
 NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Req. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	V			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
81/i	1	2	EA	STEEL FILING CABINETS	240.-	LP	2	2	82	G	2	MCD. 19-1-4505
80/9	1	1	EA	VEHICLE: TOYOTA COROLLA SEDAN 1300 DX WITH COOLER CHASSIS NO.: ED-333561 ENGINE NO.: 4K-1075893 REG.NO.: 12935	4,168.-	15-0-00742	1	4	81	F	1	
80/5	1	1	EA	ELECTRO-HYDRAULIC PERFORATING AND EMBOSSING PRESS "PERIFORT" COMPLETE WITH ACCESSORIES	12,474.-	15-0-01035	1	12	81	G	1	
80/6	1	1	EA	4641 LOCKSTITCH OUTSOLE STITCHING MACHINE COMPLETE WITH ACCESSORIES	6,424.-	15-0-01036	1	11	81	G	1	
	2	1	EA	4586 LOCKSTITCH SOLE SEWING MACHINE COMPL.	7,907.-	- " -	1	11	81	G	1	
	3	1	EA	4456 CHANNEL CLOSING MACHINE	717.-	- " -	1	11	81	G	1	
	4	1	EA	4046 CHANNEL OPENING MACHINE	607.-	- " -	1	11	81	G	1	
80/10	1	1	EA	VEHICLE: TOYOTA LAND CRUISER HARDTOP WITH COOLER CHASSIS NO.: ED-524190 ENGINE NO.: 2F-548495 REG.NO.: 13794	6,063.-	15-1-00420	1	2	82	G	1	
80/1	9	1	EA	PERFORATING AND INDENTING MACHINE, MODEL 115-TC INCLUDING TABLE AND MOTOR	2,780.-	15-1-00422	1	12	81	G	1	
80/7	1	1	EA	OLYMPIA 158/2F/BM - COMBINED FINISHING MACHINE COMPLETE	2,960.-	15-1-00423	1	12	81	G	1	
	2	1	EA	TITAN 8E PNEUMATIC SOLE CEMENTING PRESS COMPLETE	3,011.-	- " -	1	12	81	G	1	
	3	1	EA	INFRALUX IA - INFRARED RADIATION APPARATUS WITH AUTOMATIC TIMSWITCH	348.-	- " -	1	12	81	G	1	

PHILIPPINES

US/PRI/79/109

2

11

UNITED NATIONS  NATIONS UNIES

Country PHILIPPINES Project No. FOOTWEAR AND LEATHER GOODS TRAINING AND DEMONSTRATION CENTRE Page 2 of 11

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Project Title CENTRE Period ending 31 December 1984

NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Req. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condition	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
31/2	1	1	EA	COUPON STAMPING MACHINE MOD.C-69, MOTOR	3,306.-	15-1-01466	1	7	82	G	1	
	2	1	EA	HAND-LEVER EMBOSsing MACHINE MOD. 921	694.-	- " -	1	7	82	G	1	
1/4	1	1	EA	ELECTRICAL MACHINE FOR HELICAL LEATHER STRAP STRAP CUTTING	3,706.-	15-1-01467	1	9	82	G	1	
	2	1	EA	MACHINE TO GLUE LEATHER STRAPS	2,017.-	- " -	1	9	82	G	1	
	3	1	EA	AUTOMATIC SKIVING MACHINE WITH ROTATING KNIFE	8,976.-	- " -	1	9	82	G	1	
	4	1	EA	AUTOMATIC MACHINE KN-6 FOR THE WEAVING OF LEATHER, SYNTHETIC RAFFIA AND PLASTIC WITH WINDING UP MEASURING DEVICE FOR THE FINISHED WEFT	24,139.-	- " -	1	9	82	G	1	
31/6	1	2	EA	AFL FROBANA OUTSOLE STITCHING MACHINE 24.42.100	6,000.-	15-2-00596	2	11	82	G	2	
	1	1	EA	TREADLE MACHINE	138.-	FPO. 002006	1	2	82	G	1	
	1	1	EA	TREADLE MACHINE, SINGLE SPINDLE PATT WITH TOOLS TO PUNCH 5 HOLES	310.-	- " -	1	2	82	G	1	
	1	1	EA	HAND LEVER PRESS PUNCH MACHINE	948.-	- " -	1	2	82	G	1	
	1	1	EA	COMPLETE IRONING UNIT "SOLAX"	339.-	FPO. 002010	1	5	82	B	1	Out of Order
	4	1	EA	RIVETTING+EYELETTING MANULA PRESS NO.12	336.-	FPO. 002013	4	5	82	G	1	
	2	1	EA	CARDOFLEX FINISHING MACHINE 220V.60CYCLE	583.-	- " -	2	5	82	G	2	
	1	1	EA	ELECTRIC CUTTING MACHINE CISPAN SINGLE PHASE 220V - 60 CYCLE	309.-	- " -	1	5	82	G	1	
	1	1	EA	103/100 A - AUTOMATIC EYELETTER MACHINE MODEL 103 AND PUNCHING MACHINE 100 a, FOR TREADLE OPERATION COMPLETE	1,276.-	FPO. 002014	1	5	82	G	1	
	1	1	EA	EMBOSSING PLATES "MADONNA IM TEMPEL	795.-	FPO, 002016	1	4	82	G	1	
	1	1	EA	DITTO "OMNIBUS"	293.-	- " -	1	4	82	G	1	
	1	1	EA	DITTO "BAMBOO DANCE"		"	1	4	82	G	1	

Country PHILIPPINES Project No. US/PHI/79/109 Page 3 of 11
 Project Title FOOTWEAR AND LEATHER GOODS TRAINING AND DEMONSTRATION CENTRE Period ending 31 December 1985

NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Req. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
		1	EA	EDGE-ROUGHING-MACHINE FOR THE UPPERS OF MOUNTED SHOES WITH HIGH WAIST PARTS 3925	1,570.-	FPO. 002017	1	7	82	G	1	
		1	EA	EPSIPRINT	1,284.-	FPO.002019	1	7	82	G	1	
		1	EA	MODEL U-400 LINEAR FOLDING UNIT, 400MM WIDE, WITH CLAMPING DEVICE	388.-	FPO. 002025	1	2	83	G	1	
		1	EA	G-280 HELVETICA MAGER CORPS 12 NO 1236	278.-	- " -	1	2	83	G	1	
		1	EA	G-280 HELVETICA MAGER CORPS 16 NO 933-99	356.-	- " -	1	2	83	G	1	
		2	EA	PPAFF CL. 34-705/03 BL SINGLE-NEEDLE, LOCKSTITCH, FLATBED SEWING MACHINE, MOTOR PKD 342	2,292.-	FPO. 002018	2	8	82	G	2	
81/1	1	2	EA	UPPER DESIGN MARKING MACHINE WITH RIBBON	1,150.-	15-2-0597	2	2	83	G	2	
	2	1	EA	109 EDGE BURNISHING MACHINE	3,016.-	- " -	1	2	83	G	1	
	3	1	EA	SEAM RUBBING MACHINE WITH TRIMMING ROLL	2,161.-	- " -	1	2	83	G	1	
	4	1	EA	179B INSOLE AND PLATFORM EDGE BINDING MACHINE	1,598.-	- " -	1	2	83	G	1	
	5	1	EA	404 HEEL LASTER	1,075.-	- " -	1	2	83	G	1	
	6	1	EA	512 B-60 CEMENTING MACHINE	2,039.-	- " -	1	2	83	G	1	
	7	2	EA	512 B-61 SOCK AND LINING CEMENTING MACHINE	4,748.-	- " -	2	2	83	G	2	
	8	1	EA	583 GN AUTOMATIC PRE-EDGE TRIMMING MACHINE	13,189.-	- " -	1	2	83	G	1	
	10	1	EA	608-161 AUTOMATIC HEEL NAILING MACHINE	6,339.-	- " -	1	2	83	G	1	
	11	1	EA	DOUBLE PATTERN STUD ATTACHING MACHINE	2,671.-	- " -	1	2	83	G	1	
81/5	1	1	EA	CHAINSTITCH SEWING MACHINE 604-C	5,213.-	15-2-0215	1	1	83	G	1	
	2	1	EA	BOW STITCHING MACHINE 680-US	4,697.-	- " -	1	1	83	G	1	

Country PHILIPPINES Project No. US/PHI/79/109
 Project Title FOOTWEAR AND LEATHER GOODS TRAINING AND DEMONSTRATION CENTRE

Page 4 of 11
 Period ending 31 December 1984

NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Acc. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
83/1	1	1	EA	COUNTER AND UPPER ACTIVATING MACHINE (MENS)	1,291.-	15-3-032	1	2	84	G	1	
	2	1	EA	HEELMOULDING MACHINE (LADIES)	2,000.-	- " -	1	2	84	G	1	
	9	1	EA	SPRAY PAINTING CABIN MODEL 609-75	2,479.-	15-2-00597	1	2	83	G	1	
		1	EA	SPARE MOTOR 220/3/60	250.-	- " -	1	2	83	G	1	
82/1	1	1	EA	MODEL 28 NO. 8352 "FORMA" SKIVING MACHINE FOR HEAVY LEATHER	2,156.-	15-2-00702	1	3	83	G	1	
	2	1	EA	WORK-BENCH WITH FRICTIONS MOTOR	835.-	- " -	2	3	83	G	2	
82/2	1	1	EA	T5000 TENSILE TESTER MACHINE C/W TTDVMI0 DIGITAL DISPLAY UNIT TG10 ECCENTRIC ROLLER GRIPS	7,807.-	15-2-01209	1	3	83	G	1	
82/2	4	1	EA	UPRIGHT TYPE THICKNESS GAUGE TYPE TH-211	383.-	15-2-01210	1	2	83	G	1	
82/2	5.0	1	EA	SIX STATION FLEXOMETER STM.408	2,291.-	15-2-01211	1	5	83	G	1	
	6.0	1	EA	MAESER WATERPROOFNESS TESTER STM.106	2,972.-	- " -	1	5	83	G	1	
	7.0	1	EA	DOME PLASTICITY APPARATUS WITH MIC. STD.110	413.-	- " -	1	5	83	G	1	
	8.0	1	EA	LASTOMETER STD.104	2,239.-	- " -	1	5	83	G	1	
	9.0	1	EA	FINISH RUB FASTNESS TESTER STM.102	1,810.-	- " -	1	5	83	G	1	
	10.0	1	EA	ADHESION OF FINISH TESTER STD.112	676.-	- " -	1	5	83	G	1	
82/2	3	1	EA	MECHANICAL ANALYTICAL BALANCE METTLER H80	948.-	15-3-00405	1	5	83	G	1	
83/4	1	1	EA	CHANNELLING MACHINE MODEL 402 FOR HAND	143.-	15-3-00445	1	8	83	G	1	
83/5	1	1	EA	PED MINI HEAT SETTER MACHINE	651.-	15-3-00470	1	8	83	G	1	
83/7		1	EA	INDIVIDUAL DUST COLLECTOR 792 A-60 WITH MOTOR 220/3/60	2,481.-	15-3-00521	1	12	83	G	1	
		1	EA	NAILING HEAD AND FEDDER FOR MENS SHOES FOR MODEL 608-161 AUTOMATIC HEEL NAILING	935.-	- " -	1	2	84	G	1	

PHILIPPINES

US 4.79/109

Page 5

of 11

UNITED NATIONS  NATIONS UNIES

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Country

Project No.

Page

of

11

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Project Title FOOTWEAR AND LEATHER GOODS TRAINING AND DEMONSTRATION CENTRE

Period Ending 31 December 1984

NON-EXPENDABLE PROPERTY CONTROL RECORD

MO Req. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Candi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
83/6	1	1	EA	TITAN 2 SOLE CEMENTING PRESS COMPLETE	1,191.-	15-3-00559	1	10	83	G	1	
		1	EA	ATLAS COPCO LC 251 AIR RECEIVER	2,000.-	LP	1	10	83	G	1	MOD.19-2-4591
		1	EA	GENERAL ELECTRIC MOTOR 5HP	incl.	"	1	10	83	G	1	- " -
		1	EA	ASEA MAGNETIC STARTER	incl.	"	1	10	83	G	1	- " -
		1	EA	TYPEWRITER ELECTRICAL ✓	incl.	"	1	2	83	G	1	- " -
		1	EA	AIR COMPRESSOR TYPE LE 7N	incl.	"	1	1	83	G	1	- " -
		1	EA	COPIER SELEX MODEL 50 ✓	2,865.-	LP	1		83	G	1	MOD.19-3-4524
		1	EA	SINGLE-NEEDLE, LOCKSTITCH, FLATBED SEWING MACHINE WITH UNISON FEED COMPLETE WITH TABLE/STAND AND MOTOR	2,352.-	FPO.002027	1	5	83	G	1	
		3	EA	THICKNESS GAUGE K300	582.-	FPO. 04301	3	10	83	G	3	
		1	EA	MODEL 12 FOREPART STEAMER	748.-	FPO. 004902	1	11	83	G	1	
83/2	1	1	EA	TWIN BAND SCOURING MACHINE NO. 18	1,921.-	15-3-0592	1	11	84	G	1	
83/11	1	1	EA	MASTER DRAFTING MACHINE MODEL M/C 560	2,674.-	15-4-0237	1	11	84	G	1	
	2	1	EA	MASTER LASTING MACHINE MODEL 470 CO	6,453.-	- " -	1	11	84	G	1	
83/11	5	1	EA	AUTOMATIC SOLE REDUCING MACHINE	3,250.-	15-4-00348	1	11	84	G	1	

NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Acq. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
23/6	1	1	EA	TITAN 2 SOLE CEMENTING PRESS COMPLETE	1,191.-	15-3-00550	1	10	83	G	1	
	1	1	EA	ATLAS COPCO LC 251 AIR RECEIVER	2,000.-	LP	1	10	83	G	1	MOD.19-2-4591
	1	1	EA	GENERAL ELECTRIC MOTOR 5HP	incl.	"	1	10	83	G	1	- " -
	1	1	EA	ASEA MAGNETIC STARTER	incl.	"	1	10	83	G	1	- " -
	1	1	EA	TYPEWRITER ELECTRICAL	1,212.-	"	1	12	83	G	1	- " -
	1	1	EA	AIR COMPRESSOR TYPE LE 7N <u>(see page 5)</u>	1,662.-	"	1	11	83	G	1	- " -
	1	1	EA	GOETTER SELEX MODEL 50	2,865.-	LP	1	3	83	G	1	MOD.19-3-4524
	1	1	EA	SINGLE-NEEDLE, LOCKSTITCH, FLATBED SEWING MACHINE WITH UNISON FEED COMPLETE WITH TABLE/STAND AND MOTOR	2,352.-	FPO.002027	1	5	83	G	1	
	3	3	EA	THICKNESS GAUGE K300	582.-	FPO. 04901	3	10	83	G	3	
	1	1	EA	MODEL 12 FOREPART STEAMER	740.-	FPO. 004902	1	11	83	G	1	
80/1	1	1	EA	PATTERN VICE M 19-60 Sr. no. 288	1,023.-	15-0-G1031	1	12	81	G	1	
	2	1	EA	PATTERN SHEARS M-20 Sr. no. 556	876.-	"	1	12	81	G	1	
	3	1	EA	PATTERN BINDING MACHINE M-22 A-60 Sr.no.746	1,215.-	"	1	12	81	G	1	
	4	1	EA	PATTERN BINDING MOULDING MACHINE MODEL 24N Sr. no.305	966.-	"	1	12	81	G	1	
	5	1	EA	HEAVY PATTERN HOLE PUNCHING PRESS MODEL 23 N-60 Sr. no.266	612.-	"	1	12	81	G	1	
	6	1	EA	PINKING AND GIMPING MACHINE MODEL 103 with one pinking wheel,Sr.no.235	4,069.05	"	1	12	81	G	1	
	7	1	EA	PATTERN GRADING AND CUTTING MACHINE MODEL 25,with motor 440/3/60 Sr.no.3539	14,250.-	"	1	12	81	G	1	
	8	1	EA	UPPER LEATHER FINE SPLITTING AND EVENING MACHINE MODEL 83K Sr.no.778	11,904.-	"	1	12	81	G	1	
	9	1	EA	PERFORATING MACHINE 118A	2,780.-	"	1	12	81	G	1	

FOOTWEAR AND LEATHERGOODS TRAINING A. MONSTRATION CENTRE Period ending 31 December 1984 NON-EXPENDABLE PROPERTY CONTROL RECORD

Q No. of	Item No.	Qty	Unit	Description	US Dollar Equivalent	PO./ Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
80/2	1	5	EA	SEWING MACHINE, 34-705/03-BL FLATBED WITH STAND	6,276.-	15-0-G1032	5	12	81	G	5	
	2	1	EA	SEWING MACHINE, 193-725/02 944/01BL, SINGLE NEEDLE POSTBED	2,467.-	"	1	12	81	G	1	
	11	1	EA	SEWING MACHINE, 138-6/21 38-45/12 915/02 Clx 6, Zig-Zag flatbed	1,990.-	"	1	12	81	G	1	
	9	1	EA	SEWING MACHINE, 331-6/07 940/01 BL, SINGLE NEEDLE-CYLINDER BED	2,152.-	"	1	12	81	G	1	
	11	1	EA	SEWING MACHINE, 138-6/21 BL x 6.0 Zigzag flatbed	1,319.-	"	1	12	81	G	1	
	12	1	EA	SEWING MACHINE, 543-944/01 DLMN SINGLE NEEDLE FLATBED	1,784.-	"	1	12	81	G	1	
	3	1	EA	SEWING MACHINE, 191-705/03 726/03/14 BL X 7,3, SINGLE NEEDLE POSTBED	3,296.-	"	1	12	81	G	1	
	4	1	EA	SEWING MACHINE, 191-705/03 725/4BL SINGLE NEEDLE POSTBED	3,028.-	"	1	12	81	G	1	
		1	EA	SEWING MACHINE, 192-63/03 BL x 4.8 TWO NEEDLE POSTBED	2,457.-	"	1	12	81	G	1	
	6	2	EA	SEWING MACHINE, 244-944/01 BL x 7.6 Two NEEDLE FLATBED	4,059.-	"	2	12	81	G	2	
	7	1	EA	SEWING MACHINE, 335-H3-40/01 BL SINGLE NEEDLE CYLINDER	1,956.-	"	1	12	81	G	1	
	13	1	EA	SEWING MACHINE, 545-H3-40/01 CPLMN Single NEEDLE FLATBED	2,078.-	"	1	12	81	G	1	
	14	1	EA	SEWING MACHINE, 595-H3-6/01 CMN SINGLE NEEDLE POSTBED	2,292.-	"	1	12	81	G	1	
	15	1	EA	SEWING MACHINE, 27-55/11BL SINGLE NEEDLE CYLINDER	1,495.-	"	1	12	81	G	1	

Project Title FOOTWEAR AND LEATHERGOODS TRAINING AND DEMONSTRATION CENTRE Period ending 31 December 1984 **NON-EXPENDABLE PROPERTY CONTROL RECORD**

HQ Req. Ref	Item No.	Qty	Unit	Description	US Dollar Equivalent	P.O./ Shipping Advice Ref.	Received			Condition	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
80/3	1	1	EA	HYDRAULIC TACK SEAT LASTING MACHINE TYPE 64T	32,943.-	15-001033	1	12	81	G	1	
	2	1	EA	HYDRAULIC PULLING-OVER TOE AND BALL LASTING MACHINE, TYPE 63HLC	32,802.-	"	1	12	81	G	1	
	3	1	EA	HYDRAULIC C-FRAME CUTTING PRESS, TYPE 34E	8,576.-	"	1	12	81	G	1	
	4	1	EA	HYDRAULIC SWING ARM CUTTING PRESS, TYPE 8LS	6,223.-	"	1	12	81	G	1	
80/4	1	1	EA	MODEL 64L on CUTTING MACHINE FOR PASTEBOARD	2,571.-	15-0-G1034	1	12	81	G	1	
	2	1	EA	MODEL 110 SMALL STRAP CUTTING MACHINE WITH KNIVES 48x24x1 mm	669.-	"	1	12	81	G	1	
	3	1	EA	TOGO PRESS-MODEL 139	1,861.-	"	1	12	81	G	1	
	4	1	EA	GROOVING MACHINE, MODEL 97 WITH GROOVING KNIVES	1,964.-	"	1	12	81	G	1	
	5	1	EA	EMBOSSING PRESS-MODEL 101	1,190.-	"	1	12	81	G	1	
	6	1	EA	PRESS HAND OPERATED MODEL 141	471.-	"	1	12	81	G	1	
	7	1	EA	EDGE STAINING APPARATUS MODEL 171 with NOZZLE K	1,790.-	"	1	12	81	G	1	
	8	1	EA	NEUMATIC FOLDING MACHINE MODEL 176N FOR STRAIGHT EDGE	4,609.-	"	1	12	81	G	1	
	9	2	EA	SPRAY GUNS SIMCC	657.14	"	1	12	81	G	1	
	10	2	EA	UPPER LEATHER-SKIVING MACHINE MODEL 26	6,551.-	"	2	12	81	G	2	
	11	1	EA	GRINDING MACHINE MOD 38	928.-	"	1	12	81	G	1	
	12	1	EA	LEATHER SPLITTING MACHINE MODEL 39N	3,603.-	"	1	12	81	G	1	
	13	1	EA	STRAP CUTTING MACHINE MODEL 37N	3,247.-	"	1	12	81	G	1	
	14	1	EA	SMALL FOLDING MACHINE MODEL 45	961.-	"	1	12	81	G	1	
	15	1	EA	SMALL POLISHING MACHINE MODEL 52N	589.-	"	1	12	81	G	1	

Project Title FOOTWEAR AND LEATHERGOODS TRAINING AND DEMONSTRATION CENTRE Period ending 31 December 1984 NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Req. Ref	Item No	Qty	Unit	Description	US Dollar Equivalent	PO./ Shipping Advice Ref.	Received			Condition	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
30/4	16	1	EA	END POINTING MACHINE MODEL 54L	1,295.-	15-0-01034	1	12	81	G	1	
	17	1	EA	ONE SIDED CREASING MACHINE MODEL 56	1,018.-	"	1	12	81	G	1	
		1	EA	FEDDERS FLEXAIR 9000 KCAL PACKAGE AIRCONDINIONER MODEL CKC036A7B-SN683-1502-38	3,141.-	LP	1	6	83	G	1	MOD NO.19-3-4556
		1	EA	AIRMASTER ROTARY DE LUXE ROOM AIRCONDITIONER "ARX24" MODEL 6000 KCAL/HR.SN.V583-0087-966255	incl.	LP	1	6	83	G	1	"
		1	EA	MUFFLE FURNACE" THERMOLYNE" TYPE 1500	863.-	LP	1	8	83	G	1	MOD NO.25-3-4717-
		1	EA	LABORATORY OVEN "MEMMERT" MODEL TV 25UI	297.-	LP	1	8	83	G	1	"
		1	EA	pH METER US" BROADLY JAMES" PORTABLE COMPLETE WITH ACCESSORIES	363.-	LP	1	8	83	G	1	"
		1	EA	SHAKING MACHINE	180.-	LP	1	9	83	G	1	"
		2	EA	ABACUS CALCULATORS ✓	452.-	LP	2	8	81	G	2	MOD NO.13-1-4101
		1	EA	DA LITE PROJECTION SCREEN ✓	144.-	LP	1	11	81	G	1	"
		1	EA	ELMO OVERHEAD PROJECTOR ✓	352.-	LP	1	11	81	G	1	"
		1	EA	PHILLIPS TAPE RECORDER ✓	402.-	LP	1	11	81	G	1	"
		1	EA	TOSHIBA FLASH MODEL ES-38L	166.-	LP	1	11	81	G	1	"
		1	EA	BATTERY CHARGER, 220M ✓	33.-	LP	1	11	81	G	1	"
		1	EA	KODAK EKTAGRAPHIC B 2AR SLIDE PROJECTOR ✓	465.-	LP	1	12	81	G	1	"
		1	EA	TULON SCALE MODEL G7-500 CAP 500 KGS.	234.-	LP	1	6	82	G	1	MOD NO.13-2-4101
		1	EA	VELBON TRIPOD MODEL 3DX	66.-	LP	1	6	82	G	1	"
		1	EA	KAISER FLOOD LIGHT STAND	42.-	LP	1	6	82	G	1	"
		1	EA	KAISER SLIDE VIEWER WITH MAGNIFIER, 220v1ts.	54.-	LP	1	6	82	G	1	"
		10	EA	DEXION SHOE RACKS	712.-	LP	0	12	82	G	10	"

Project Title **FOOTWEAR AND LEATHERGOODS TRAINING AND DEMONSTRATION CENTRE** Period Ending **31 December 1984** **NON-EXPENDABLE PROPERTY CONTROL RECORD**

HQ Req. Ref.	Item No.	Qty	Unit	Description	US Dollar Equivalent	PO./ Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks
							Qty.	M	Y			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
		2	EA	STORAGE CABINETS	218.-	LP	2	9	81	G	2	MOD NO.13-1-4101
		1	EA	STORAGE CABINET	109.-	LP	1	10	81	G	1	"
		3	EA	FILING STEEL CABINETS	218.-	LP	3	3	82	G	3	MOD NO.13-2-4101
		2	EA	SHELVES OPEN TYPE	92.-	LP	2	11	82	G	2	"
		1	EA	STORAGE CABINET	75.-	LP	1	11	82	G	1	"
		5	EA	SHELVES OPEN TYPE	231.-	LP	5	12	82	G	5	"
		1	EA	STORAGE CABINET	87.-	LP	1	12	83	G	1	MOD NO.13-3-4102
		1	EA	OPEN TYPE SHELVE	46.-	LP	1	12	83	G	1	"
		1	EA	COMPLETE IRONING UNIT "SOLAX"	339.-	FPO.002009	1	5	82	G	1	
83/11	4	1	EA	USM TACK SIDE LASTING MACHINE MODEL RA (DVTZ-RA)	7,640.-	15-4-0391	1	11	84	G	1	

Country PHILIPPINES

Project No. US/PHI/79/109


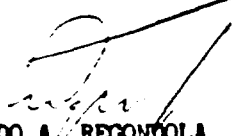
Page 11 of 11

UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

Project Title SEE PAGE ONE

Period ending 31 DECEMBER 1984

NON-EXPENDABLE PROPERTY CONTROL RECORD

HQ Req. Ref.	Item No.	Qty.	Unit	Description	US Dollar Equivalent	P.O./Shipping Advice Ref.	Received			Condi- tion	Qty. on hand	Remarks	
							Qty.	M	Y				
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	
<p>WE CERTIFY THAT THE QUANTITIES OF NON-EXPENDABLE EQUIPMENT RECEIVED LESS THE QUANTITIES OF NON-EXPENDABLE EQUIPMENT WRITTEN-OFF REFLECT THE PHYSICAL COUNT OF THE ITEMS ON HAND AS AT <u>31 DECEMBER 1984</u>.</p>													
PROJECT MANAGER UNIDO				 R.E.G. MEZERAY, Project Coordinator US/PHI/79/109 <i>idm</i>				Date: <u>31 January 1985</u>					
or												
RESIDENT REPRESENTATIVE				 ALFREDO A. REGONDOLA, Chief of Centre, FLTDC				Date: <u>31 January 1985</u>					
GOVERNMENT COUNTERPART												

UNIDO INTERNATIONAL STAFF

POST NO.	POST DESCRIPTION	NAME OF INCUMBENT (AND NATIONALITY)	ARRIVED ACTUAL (est.)	DEPARTED ACTUAL (est.)
11-01	Chief Technical Adviser	BEYRODT, Erich C. (FRG)	Nov'80	Jan'84
11-02	Shoe Technologist	HORNA, Leo (Czechoslovakia)	Sep'81	Aug'82
	Shoe Technologist	SOYSA, W.M.A. (Sri Lanka)	Sep'82	Jun'84
	Shoe Technologist	STEYNS, Roland A. (Belgium)	Aug.'84	Feb'85
11-03	Shoe Designer/ Pattern Maker	STEYNS, Roland A. (Belgium)	May'81	Oct'83
11-04	Consultant, Footwear	BEYRODT, Erich C. (FRG)	May'80	May'80
11-05	Senior Leathergoods Expert	EL-KHAIR, M.M. Abou (Egypt)	Nov'80	Apr'83
	Senior Leathergoods Expert	MEZERAY, R.E.G. (France)	May'83	May'84
	Project Coordinator	MEZERAY, R.E.G. (France)	May'84	Oct.'85
11-06	Designer/Sample Maker	WIJESINGHA, D.M. (Sri Lanka)	Apr'82	Dec'83
11-08	Leather Technologist	LESUISSE, Alfred (Belgium)	Mar'83	Dec'84
11-90	Consultant, (Mechanical Engineer)	RUPPERT, Horst (FRG)	Jul'83	Sep'83

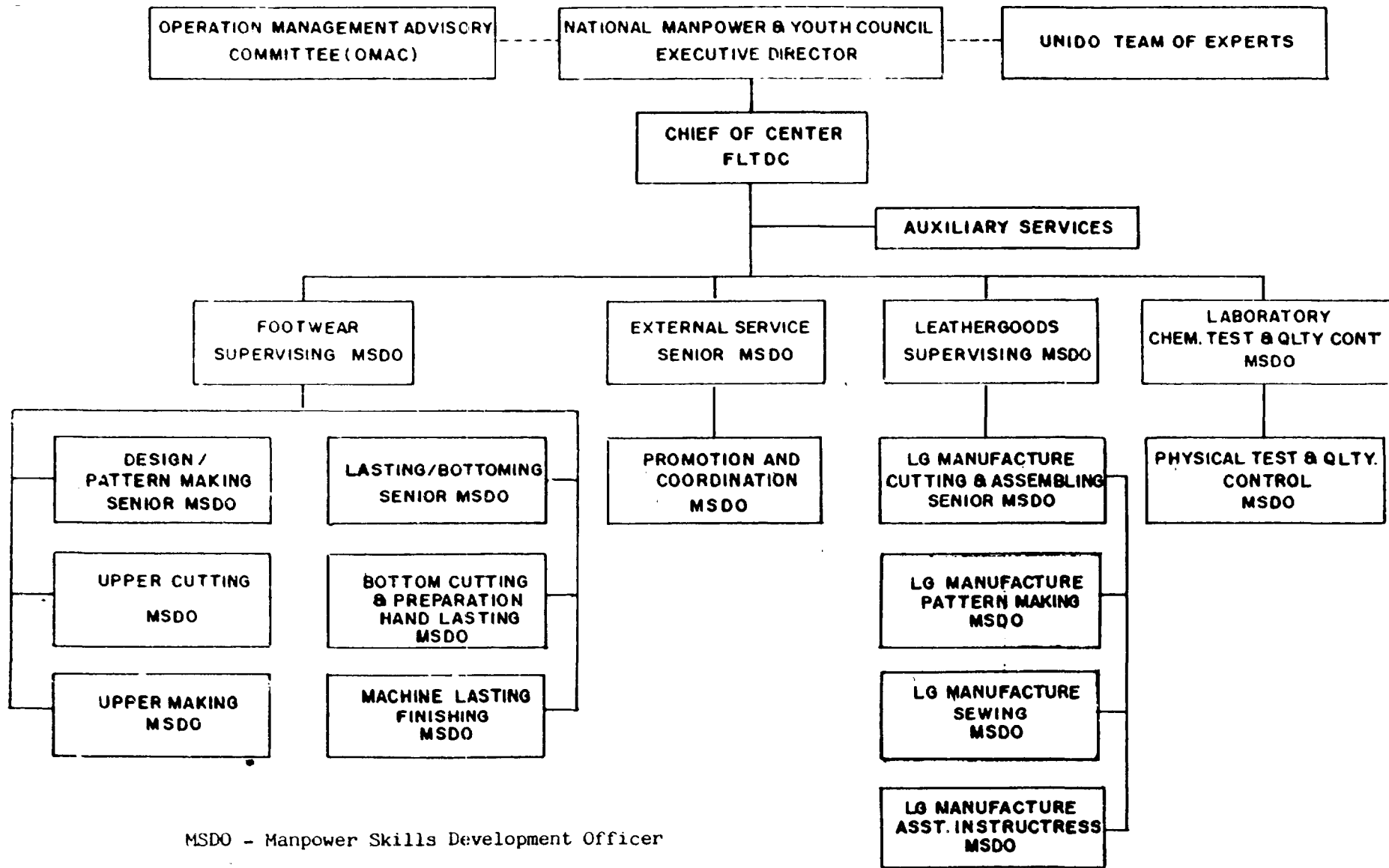
LIST OF COUNTERPART STAFF

NAME	POSITION	FIELD	DATE
<u>Management</u>			
Alfredo A. Regondola	Chief of Centre	Centre's Management	Feb'81
<u>Footwear Unit</u>			
Gorgonio Casili	Supervising MSDO*	Footwear Unit Supervision	Dec'81
Eduardo Estanislao	Senior, MSDO	Footwear Design/Pattern Making	Jul'81
Rey Eder	Senior, MSDO	Footwear Lasting Bottoming	Oct'81
Teodoro Cruz	MSDO	Footwear Bottom Cutting & Prep.- Hand Lasting	Apr'82
Sergio Ramos	MSDO	Footwear Upper Cutting/Preparation	Sep'82
Lydia Rodriguez	MSDO	Footwear Upper Making	Nov'82
Emil Resurreccion	MSDO	Footwear Machine Lasting/Finishing	Mar'83
<u>Leathergoods Unit</u>			
Daniel Alano	Supervising MSDO	Leathergoods Unit Supervision	Mar'81
Eduardo Lopez	Senior MSDO	Leathergoods Manufacturing Cutting and Assembling	Nov'82
Hector Buquiaog	MSDO	Leathergoods Manufacturing Sewing	Dec'81
Rene Baltazar	MSDO	Leathergoods Manufacturing Pattern Making	Nov'82
Princess Tomacruz	MSDO	Leathergoods Manufacturing Assistant Instructress	Apr'83
<u>Laboratory</u>			
Aurea Torres	MSDO	Chemical Testing and Quality Control	Apr'83
Estrell Esperat	MSDO	Physical Testing and Quality Control	Apr'83

* MSDO - Manpower Skills Development Officer

NAME	POSITION	FIELD	DATE
<u>External Service</u>			
Ruben Borrromeo	Senior MSDO*	External Service	Jan'82
Hermie Carreon	MSDO	External Service	May'84
<u>Administration</u>			
Ellen Recto	Senior MSDO	Administration	Sept'84
Emilia Reyes	Senior Clerk	Administration	Aug' 81
Marilyn Pangilinan	Junior Clerk	Administration	Aug'81
Delia Marquez	Messenger	Administration	May '83
<u>General Services</u>			
Renate Silverio	Senior MSDO Mechanic	Maintenance	Aug'82
Carlos Araza	Senior Store keeper/mechanic	Storage and maintenance	Jan'81
Alex Villamor	Storekeeper	Storage	Feb'84
Rizalyn Borlongan	Artist illus- trator	Art Work	May'84

* MSDO - Manpower Skills Development Officer



MSDO - Manpower Skills Development Officer

ANNEX 11

EQUIPMENT PROVIDED BY UNIDO
(MAJOR ITEMS)

<u>Quantity</u>	<u>Description</u>	<u>Total Cost (US\$)</u>
1	Toyota Corolla Sedan 1300 DX with cooler	4,168.00
1	Electro-hydraulic perforating and embossing press "PERIFORT"	12,474.00
1	4641 Lockstitch outsole stitching machine	6,424.00
1	4586 Lockstitch sole sewing machine	7,907.00
1	Toyota Land Cruiser Hardtop with cooler	6,063.00
1	Titan 8E Pneumatic sole cementing press	3,011.00
1	Coupon stamping machine MOD.C-69	3,306.00
1	Electrical machine for helical leather strap cutting	3,706.00
1	Automatic skiving machine with rotating knife	8,976.00
1	AFL Frobana outsole stitching machine 84.42.100	6,000.00
1	109 Edge Burnishing Machine	3,016.00
1	512 B-61 Sock and lining cementing machine	4,748.00
1	583 GN Automatic Pre-edge trimming machine	13,189.00
1	608-161 Automatic heel nailing machine	6,339.00
1	Chainstitch sewing machine 404-C	5,213.00
1	Bow stitching machine 680-BS	4,697.00
1	T5000 Tensile Tester Machine c/w TTDWM10 digital display unit TG10 eccentric roller grips	7,807.00
22	Sewing Machines	41,293.00

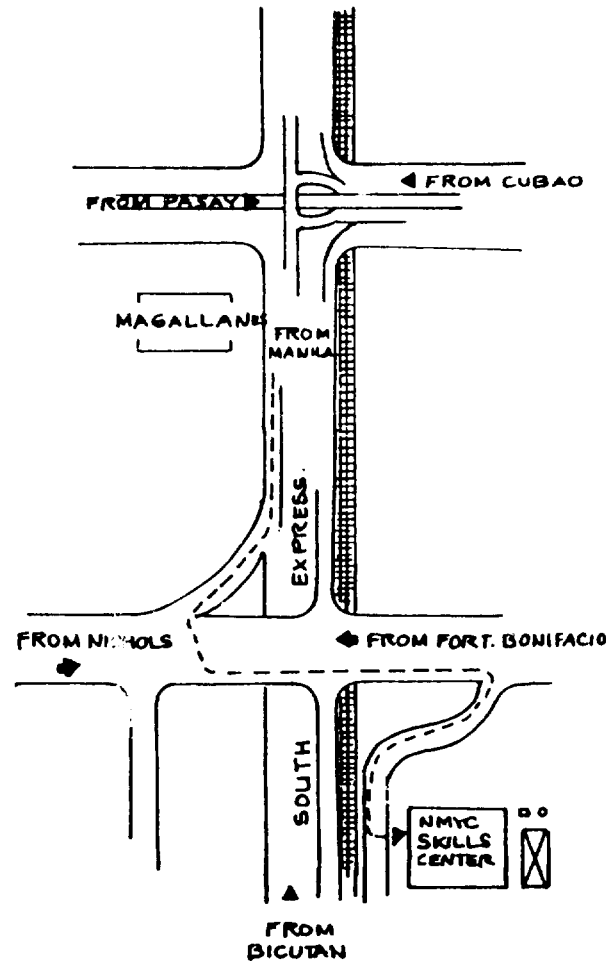
<u>Quantity</u>	<u>Description</u>	<u>Total Cost US\$)</u>
1	Pattern Grading and Cutting Machine Model 25 with motor 440/3/60 sr. no. 3539	14,250.00
1	Upper Leather fine splitting and evening machine model 83K sr. no.778	11,904.00
1	Hydraulic tack seat lasting machine type 64T	32,943.00
1	Hydraulic pulling-over toe and ball lasting machine type 63HLG	32,802.00
1	Hydraulic C-Frame cutting press, type 34E	8,576.00
1	Hydraulic swing arm cutting press, type 8LS	6,223.00
1	Neumatic folding machine model 176N for straight edge	4,609.00
1	Upper leather-skiving machine model 26	6,551.00
1	Leather splitting machine Model 39N	3,603.00
1	Strap cutting machine model 37N	3,247.00
1	Fedders Flexaire 9000 KCAL Package airconditioner model CKCC36A7E-SN683-V583-0087	3,141.00
1	6/2/1 WH & B no.13 Single band scouring machine include 100 scouring bands and five upper leather roughening wheels	3,000.00
1	Master drafting model 560 and Master lasting machine model 470 CO	11,240.00
1	Automatic sole reducing machine	3,351.00
1	USM Tack lasting machine plus 50 kgs 7 mm slim machine lasting tacks	8,675.00
REMARK	TOTAL	<u>302,452.00</u>

- Except for sewing machines, only items of which cost is US\$3,000 or above have been listed.
- The complete list of equipment is shown on ANNEX 7 (Updated Non-Expendable Property Record Form).
- The total value of all non-expendable equipment provided by UNIDO amounted US\$449,821.00.

COPY OF
FLTDC BROCHURE
SEE. ALSO NEXT PAGE

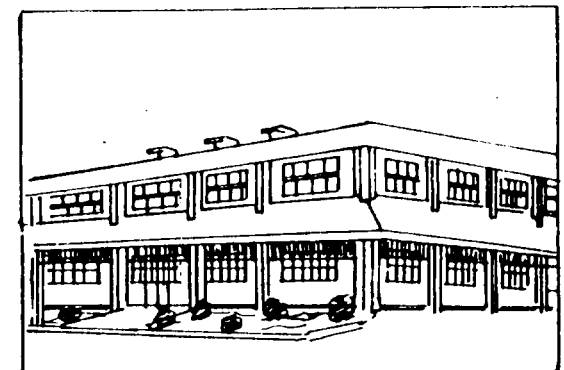


OFFICE OF THE PRESIDENT
National Manpower and Youth Council
OFFICE OF MANPOWER SKILLS DEVELOPMENT



Footwear & Leathergoods Training & Demonstration Center

- 91 -



ANNEX 12

FLTDC Building, NMYC Complex,
South Superhighway, Taguig, Metro Manila

THE CENTRE

The Footwear and Leathergoods Training and Demonstration Centre (FLTDC) is a joint undertaking of the Philippine Government, the United Nations Industrial Development Organization (UNIDO) and the Federal Republic of Germany, under UN Project US/PHI/79/109. This Project is implemented by the Government Premier Agency for Human Resource and Development, the National Manpower and Youth Council (NMYC) and is co-ordinated by the Ministry of Trade and Industry.

The FLTDC aims to develop and upgrade the footwear and leathergoods industry as a potential source of non-traditional export products.

It shall improve industry productivity and competitiveness.

SPECIFIC OBJECTIVES

- Develop complete training packages for the subsector.
- Develop occupational skills standards, test, training programmes and materials aids and devices.
- Train workers in various levels of skills.
- Provide a common facility service through utilization of Centre's machines for the subsector.
- Conduct physical, chemicals and fastness testing of materials for leather and non-leather producers, footwear and leathergoods manufacturers and allied industries.
- Encourage and improve training within the subsector by installing an integrated training system in selected firms in leathergoods and footwear.

- Act as a data bank of information on production as per international standard/quality, methods design and market trends, for dissemination to small- and medium-scale manufacturers.
- Improve product design, processes and production/technology for both domestic and export markets.
- Increase use of indigenous materials and improve quality of materials.
- Reduce imports by promoting the development and production of locally manufactured tools and small machines.

SERVICES OFFERED

1. Training

The Centre offers training for workers in various levels of skills such as:

- Basic Skills Training.
- Retraining/Upgrading in Managerial/Entrepreneurial Skills.
- Supervisory/Foremanship.
- Instructor Training.
- Leather Chemical and Physical Testing.

In the future, the Centre will introduce long-term courses to train footwear and leathergoods technologists.

2. Quality Control Laboratory

The Laboratory provides services on:

- Physical Testing, Fastness Testing and Chemical Analysis of leather, non-leather, non-leather/related components used in footwear and leathergoods manufacture.

3. Consultancy

Upon request, consultancy and advisory services can be rendered by the Technical Staff trained by UNIDO experts, and further trained abroad through fellowship in specific fields of speciality covering leather footwear and leathergoods industry and subsector.

4. Information Centre

The Centre's library carries a selection of up-to-date technical fashion magazines/catalogues in Footwear and Leathergoods.

5. Common Service Facilities

Upon special arrangement, service jobs can be made available to small and medium manufacturers on the Centre's specialized machines:

- Footwear Machineries.
- Leathergoods Machineries.
- Quality Control Laboratory.

ENQUIRY FORM

The Chief, Footwear and Leathergoods Training and Demonstration Centre, National Manpower and Youth Council, South Superhighway, Taguig, Metro-Manila.

Please send me further details on:

.....
Name.....
Designation/Position.....
Institution.....
Address.....

ANNEX 13

LIST OF INDUSTRY ASSOCIATIONS, GOVERNMENT AND
NON-GOVERNMENT AGENCIES

1. Footwear and Integrated Leather Industries Foundation Inc. (FILIFI)
2. Marikina Footwear and Bags Producers Association (MFBPA)
3. Marikina Footwear Manufacturers and Exporters Association (MAFEA)
4. Association of Marikina NACIDA Industries Inc. (AMNII)
5. Association of Footwear Industries of the Philippines (AFIFI)
6. Marikina Footwear Development Council (MFDC)
7. Laguna Footwear Producers Association.
8. Binan Footwear Association.
9. Association of Philippine Leathergoods Manufacturers, Inc. (APLEM)
10. Cambaog Bags Makers Association
11. Bulacan Leathergoods Association
12. Malolos Bags Makers Association
13. Philippine Small Tanners Association (PSTA)
14. Tanners Association of the Philippines (TAP)
15. Adhesive Manufacturers Association of the Philippines Inc. (AMAPI)
16. Chamber of Department Stores
17. Centre for International Trade Exposition and Missions (CITEM)
18. Design Center of the Philippines (DCP)
19. Metals Industry Research and Development Center (MIRDC)
20. Philippine International Trading Corp. (PITC)
21. Ministry of Trade and Industry (MTI)
22. Board of Investments (BOI)
23. Bureau of Small and Medium Industries (BSMI)
24. National Cottage Industries Development Authority (NACIDA)
25. National Economic Development Authority (NEDA)
26. National Manpower & Youth Council (NMYC)
27. Philippine Standardization Association (PHILSA)
28. National Institute of Science and Technology (NIST)
29. Philippine Footwear and Leathergoods Journal Inc.

Cont. ANNEX 13

30. Forest Products Research and Industries Development
Institute (FPRIDI)
31. Philippine Textile Research Institute (PTRI)
32. Bureau of Animal Industry (BAI)
33. Product Standard Agency (PSA)
34. University of Life (UL)
35. Philippine Council for Industry and Energy Research and
Development (PCIERD)
36. Kilusang Kabuhayan at Kaunlaran (KKK)

LIST OF PROJECT REPORTS

Preliminary Reports

- Messrs. E. C. Beyrodt and M. M. Abou El-Khair, 15 January 1981
- Mr. R. E. G. Mezeray, May 1983
- Mr. Alfred Lesuisse, 1983

Progress Reports

- First Progress Report, 3 November 1980 to 30 April 1981
- Second Progress Report, 1 May to 28 February 1982
- Third Progress Report, 1 March to 9 August 1982
- Fourth Progress Report, 10 August 1982 to 28 February 1983
- Fifth Progress Report, 1 March to 31 August 1983

Fellowship Reports

- Fellowship Report, Mr. Jaime Romero, January 1982
- Fellowship Report, Messrs. Dan Alano and Hector Daquiaoag, January 1983
- Fellowship Report, Mr. Edgardo Estanislao, April 1983
- Fellowship Report, Mr. Gorgonio Casili, Jr., December 1983
- Fellowship Report, Mr. Ruben Borrromeo, December 1983

Final Reports

- Final Report, Mr. Leo Horna, August 1982
- Final Report, Mr. Roland A. Steyns, October 1983
- Final Report, Mr. Horst Ruppert, September 1983
- Final Report, Mr. D. M. Wijesingha, December 1983
- Final Report, Mr. Erich C. Beyrodt, January 1984
- Final Report, Mr. W. M. A. Soysa, June 1984

Others

- Workforce profile and Manpower Development Plan for Footwear and Leathergoods Industry subsectors, by M. M. Abou El-Khair, April 1983*
- Study Tour Report, 5 to 17 September 1982 - Europe by E. C. Beyrodt and L. Purisima, OMSD Executive Director
- First Seminar on Footwear Manufacture in the Philippines, August 1983
- Final technical Evaluation Report, Mr. Otto Kloetzer, October 1983
- National Seminar/Workshop on Leather and Allied Industries, February 1985

Project Terminal Report, Mr. Robert E. G. Mezeray

*This document was not actually prepared under the project, but it is directly related to the Centre's activities.

ANNEX 15

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>1. MANAGEMENT AND SUPERVISORY COURSES</u>				
1.1. Production Planning and Control	<u>20 hours</u> Sept. - Oct. '81	10	Field	- Industry
1.2. Production Planning and Control	<u>20 hours</u> March - April '82	12	Field	- Industry
1.3. Costing	<u>12 hours</u> 8 Mar - 28 Apr '83	12	Field	- Industry
1.4. Material Assessment	<u>20 hours</u> 16 - 23 March '83	9	Field	- Industry
1.5. Material Assessment	<u>20 hours</u> 1 - 8 June '83	9	Field	- Industry
1.6. Material Control, including pattern area assessment	<u>12 hours</u> 8 - 15 June '83	10	Field	- Industry
1.7. Costing	<u>26 hours</u> 6 Jul - 3 Aug '83	20	Field	- Industry
1.8. Working Session on Management Topics	Permanent Activity once every two weeks (3 hrs/ses.)	8	Field	- Industry

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>2. JOB ENTRY SKILLS COURSES</u>				
<u>Footwear Department</u>				
2.1. Bottom Component Cutting & Preparation	<u>120 hours</u> Nov. - Dec'82	2	FLTDC	- Industry
2.2. Upper Cutting & Preparation	<u>120 hours</u> 3 Jan - 11 Feb'83	3	FLTDC	- Out-of-school-youth
2.3. Hand lasting, bottom component cutting and preparation	<u>230 hours</u> Jan. - Feb'83	5	FLTDC	- Out-of-school-youth
2.4. Pattern Making	<u>360 hours</u> 3 Jan. - 4 Mar'83	5	FLTDC	- Out-of-school-youth
2.5. Upper Closing	<u>240 hours</u> 3 Jan - 11 Feb'83	8	FLTDC	- Out-of-school-youth
2.6. Making and finishing	<u>240 hours</u> Feb. - Mar'83	10	FLTDC	- Out-of-school-youth
2.7. Bottom Stock Cutting and preparation, hand lasting	<u>400 hours</u> Feb.- May'83	9	FLTDC	- Out-of-school-youth
2.8. Making and finishing	<u>240 hours</u> Mar. - May 1983	3	FLTDC	- Out-of-school-youth

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
2.9 . Pattern Making	<u>160 hours</u> 25 Apr.-25 May'83	4	FLTDC	- Out-of-school-youth
2.10. Leather Cutting and Preparation	<u>240 hours</u> May - July 1983	4	FLTDC	- Out-of-school-youth
2.11. Upper Closing	<u>240 hours</u> 18 May - 28 Jun'83	4	FLTDC	- Out-of-school-youth
2.12. Pattern Making	<u>360 hours</u> May - Jul'83	7	FLTDC	- Out-of-school-youth
2.13. Bottom Stock Cutting and preparation hand lasting	<u>400 hours</u> Jun - Aug'83	6	FLTDC	- Out-of-school-youth
2.14. Upper Closing	<u>240 hours</u> Jul - Aug'83	6	FLTDC	- Out-of-school-youth
2.15. Leather Cutting and Preparation	<u>240 hours</u> Jul - Aug'83	3	FLTDC	- Out-of-school-youth
2.16. Making and Finishing	<u>240 hours</u> July - Aug'83	4	FLTDC	- Out-of-school-youth
2.17. Pattern Making REF(FW100)*	<u>360 hours</u> Nov. 83 -14 Feb'84	10	FLTDC	- 2 NMYC Technical Instructors - 8 Out-of-school-youth

* Revised Programme.

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
2.18 . Upper Closing REF. (FW 102)*	<u>240 hours</u> 26 Dec '83 - 8 Feb' 1984	5	FLTDC	- Out-of-school-youth
2.19. Upper Leather Clicking REF(FW101)*	<u>240 hours</u> 23 Jan-2 Mar'84	2	FLTDC	- Out-of-school-youth
2.20 Upper Making REF.(FW 101-102R*)	<u>600 hours</u> 13 Feb.-1 Jun'84	4	FLTDC	- Out-of-school-youth
2.21 Bottom Making REF.(FW 101-102R*)	<u>600 hours</u> 20 Feb - 15 May'84	2	FLTDC	- Out-of-school-youth
2.22. Pattern Making REF (FW100R*)	<u>480 hours</u> 5 Mar - 5 Jun'84	7	FLTDC	- Out-of-school-youth
2.23. Upper Making (REF.FW101-102R*)	<u>600 hours</u> 25 June - 19 Oct'84	19	FLTDC	- Out-of-school-youth
2.24. Bottom Making (REF. FW103-105R*)	<u>600 hours</u> 25 June - 19 Oct'84	25	FLTDC	- Out-of-school-youth
2.25. Pattern Making P F.(FW-100)	<u>480 hours</u> 5 August - 6 Nov' 1984	5	FLTDC	- Out-of-school-youth

*Revised Programme.

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL.	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>Leathergoods Department</u>				
2.26. Sewing Operations	240 hours Jan. - Feb'83	4	FLTDC	- Out-of-school-youth
2.27. Cutting and Assembly	240 hours Jan. - Feb'83	4	FLTDC	- Out-of-school-youth
2.28. Pattern Making	360 hours Jan. - Mar'83	5	FLTDC	- Out-of-school-youth
2.29. Pattern Making	360 hours May - Jul '83	6	FLTDC	- Out-of-school-youth
2.30. Cutting and Assembly	240 hours May - Jul '83	5	FLTDC	- Out-of-school-youth
2.31. Sewing Operations	240 hours May - Jul '83	3	FLTDC	- Out-of-school-youth
2.32. Cutting and Assembly	240 hours Jul - Aug'83	3	FLTDC	- Out-of-school-youth
2.33. Sewing Operations	240 hours Jul - Aug.'83	4	FLTDC	- Out-of-school-youth
2.34. Cutting Assembling REF(LG 148)*	240 hours 4 Dec'83-31 Jan'84	5	FLTDC	- Out-of-school-youth

* Revised Programme

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
2.35. Sewing Operations REF (LG149)	240 hours 4 Dec '83 - 31 Jan '84	4	FLTDC	- Out-of-school-youth
2.36. Sewing Operations	224 hours 28 Feb - 6 May '83	4	FLTDC	- Out-of-school-youth
2.37. Cutting and Assembling	240 hours 14 March - 26 Apr '83	6	FLTDC	- Out-of-school-youth
2.38. Sewing Operations Ref. (LG 149)	240 hours 23 Apr. - 8 Jun '84	4	FLTDC	- Out-of-school-youth
2.39. Pattern Making	360 hours 3 Aug - 30 Nov '83	4	FLTDC	- Out-of-school-youth

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>3. UPGRADING SKILLS COURSES</u>				
<u>Footwear Department</u>				
3.1. Designing & Pattern Making	25 hours June 1981	12	Field	- Industry
3.2. Designing & Pattern Making	360 hours Dec '81 - March '82	6	In-plant	- Industry
3.3. Designing & Pattern Making	320 hours Jan - Feb. 1982	1**	FLTDC	- Industry
3.4. Designing & Pattern Making	360 hours Jan - Feb '82	2	FLTDC	- Industry
3.5. Upper Closing	240 hours Feb - Mar '82	6	FLTDC	- Industry
3.6. Upper Closing	120 hours June - July '82	3	FLTDC	- Industry
3.7. Leather Cutting	120 hours 7 June - 2 Jul '82	1**	FLTDC	- Industry
3.8. Designing & Pattern Making	520 hours Aug - Sept '82	2	FLTDC	- Industry

** A certain number of training activities were not implemented at group level but at individual level. In fact, these activities have an important impact and multiplying effect because the people who benefit from this individual training are either from the industry (Managers, supervisors, foremen) or from NMIC/RMTC (Instructors). This training on individual basis is made possible by integrating the trainees so that they work directly with the FLTDC Technical Staff.

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
Cont.3. <u>UPGRADING SKILLS COURSE</u>				
<u>Footwear Department</u>				
3.9. Designing & Pattern Making	360 hours Jan - March '83	5	FLTDC	- Industry
3.10. Design and Pattern Making	30 hours 15 March - 24 May 1983	6	Field	- Industry
3.11. Design and Pattern Making	40 hours 15 April - 24 May 1983	9	Field	- Industry
3.12. Pattern Making	160 hours May - July '83	4	FLTDC	- Industry
3.13. Design and Pattern Making	40 hours 29 Aug - 9 Sep '83	8	Field Cebu City	- Industry
3.14. Pattern Making	360 hours Aug - Oct '83	8	FLTDC	- Industry

**TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985**

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>cont. 3. UPGRADING SKILLS COURSE</u>				
<u>Leathergoods Department</u>				
3.15. Cutting	240 hours March - April '82	8	FLTDC	- Industry
3.16. Assembling	240 hours June - July '82	1**	FLTDC	- Industry
3.17. Sewing	240 hours Sept - Oct '82	1**	FLTDC	- Industry
3.18. Pattern Development and Manufacturing Processes	24 hours 25 March 1983 20 May 1983	6	FLTDC	- Industry
3.19. Cutting Assembling REr. (LG 148)	240 hours 23 April to May 1984	5	FLTDC	- 4 Industry - 1 NMYC/RMTC III - Technical Instructor
<u>Quality Control Laboratory</u>				
3.20. Snake Skins Tanning, dyeing and Finishing	40 hours 5 March - 9 March 1984	2**	FLTDC	- Shoe factory foremen.

** A certain number of training activities were not implemented at group level but at individual level. In fact, these activities have an important impact and multiplying effect because the people who benefit from this individual training are either from the industry (Managers, supervisors, foremen) or from NMYC/RMTC (Instructors). This training on individual basis is made possible by integrating the trainees so that they work directly with the FLTDC Technical Staff.

**TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985**

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
<u>4. OTHER TRAINING ACTIVITIES</u>				
<u>Footwear Department</u>				
4.1. Accelerated programme on pattern making	160 hours 26 Mar - 26 Apr '84	1**	FLTDC	- Factory Shoe Designer (Industry)
4.2. Seminar/Workshop on Footwear Manufacture	80 hours 23 Apr - 2 May '84	4	FLTDC	- 1 Factory Manager - Industry - 3 Line Supervisors - Industry
4.3. Accelerated Programme on Footwear Production	200 hours 2 April - 11 May '84	1**	FLTDC	- 1 Factory Manager - Industry
4.4. Orientation-Workshop Course in Footwear Manufacture for Entrepreneurs	80 hours 23 Oct - 19 Dec '84	2	FLTDC	- Industry
<u>Leathergoods Department</u>				
4.5. Complete Manufacture of leathergoods (Orientation)	360 hours November 1982	1**	FLTDC	- Industry
4.6. Workshop on Product Development	240 hours 23 Apr - May '84	1**	FLTDC	- 1 Supervisor - Industry

** A certain number of training activities were not implemented at group level but at individual level. In fact, these activities have an important impact and multiplying effect because the people who benefit from this individual training are either from the industry (Managers, supervisors, foremen) or from NMYC/RMTC (Instructors). This training on individual basis is made possible by integrating the trainees so that they work directly with the FLTDC Technical Staff.

**TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985**

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
4.7. Pattern Making	240 hours 15 Oct. - Dec '84	1**	FLTDC	- Industry
4.8. Leather Covering <u>Quality Control Laboratory</u>	40 hours 5 Dec - 11 Dec '84	5	FLTDC	- Industry
4.9. Leather Science and Technology Quality Control	80 hours 13 Feb - 24 Feb '84	4	FLTDC	- 2 Technical Staff (Bureau of Animal Industry) - 1 Pilot Plant Manager - 1 Pilot Plant Foreman
4.10. Tanning Dyeing of Reptiles	24 hours 5 - 8 March '84	2	FLTDC	- 2 staff members factory
4.11 Tannery Technology and Leather Evaluation	12 hours 18 Apr. & 20 Apr '84	3	FLTDC	- 2 Manila Merchants, Inc (Industry) - 1 Manager (Shoe Factory)
4.12 Leather Evaluation/Quality Control	32 hours Jul - Aug '84	16	FLTDC	- Staff (Department Store)
4.13. Leather Science and Technology	20 hours Jul - Sept '84	10	Field	- 1 Phil. Council for Research Resources & Dev. (PCARRD) - 9 National Institute of Science and Technology (NIST)
4.14 Tanning of Snake Skin	16 hours 21 Nov - 14 Dec '84	4	Field	- Small scale tanners.

** A certain number of training activities were not implemented at group level but at individual level. In fact, these activities have an important impact and multiplying effect because the people who benefit from this individual training are either from the industry (Managers, supervisors, foremen) or, from NMYC/RMTC (Instructors). This training on individual basis is made possible by integrating the trainees so that they work directly with the FLTDC Technical Staff.

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
1. <u>JOB-ENTRY COURSE</u>				
<u>Footwear Department</u>				
1.1. Upper Making	400 Hrs. 25 Feb. '85 10 May '85	7	FLTDC	- Out-of-school youth
1.2. Bottom Making	368 Hrs. 4 Mar. '85 9 May '85	6	FLTDC	- Out-of-school youth
1.3. Upper Making	560 Hrs. 4 Jun. '85 3 Sep. '85	5	FLTDC	- Out-of-school youth
<u>Leathergoods Department</u>				
1.4. Sewing Operation	200 Hrs. 20 Mar. '85 26 Apr. '85	3	FLTDC	- Industry worker
1.5. Cutting/Assembling	200 Hrs. 20 Mar. '85 26 Apr. '85	13	FLTDC	- Industry worker
1.6. Pattern and Sample Making	320 Hrs. 15 July '85 6 Sep. '85	10	FLTDC	- Industry worker

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
2. <u>UPGRADING COURSE</u> <u>Footwear Department</u>				
2.1. Pattern Making (Half day)	240 Hrs. 3 Jan. '85 29 Mar. '85	6	FLTDC	- Industry worker
2.2. Footwear Making	1240 Hrs. 23 Apr. '84 10 May '85	1**	FLTDC	- Industry owner
<u>Leathergoods Department</u>				
2.3. Memo Pad Holder Making	160 Hrs. 15 Jan. '85 5 Mar. '85	4	FLTDC	- Industry worker
2.4. Sewing Operation	80 Hrs. 4 Jun. '85 20 Jun. '85	1**	FLTDC & IN PLANT	- Industry worker
2.5. Pattern/Sample Making	160 Hrs. 5 Aug. '85 30 Aug. '85	2**	FLTDC	- Industry worker
3. <u>SPECIAL COURSE</u> <u>Leathergoods Department</u>				
3.1. LG Appreciation Course	160 Hrs. 4 Mar. '85 29 Mar. '85	1**	FLTDC	- Industry manager
3.2. Pattern and Sample Making	160 Hrs. 19 Apr. '85 17 May '85	1**	FLTDC	- Industry manager

**Special Training Programme to meet specific industry requirements.

This training on an individual basis is made possible by integrating the trainees so that they work directly with the FLTDC Technical Staff.

TRAINING COURSES/SEMINARS/WORKSHOPS CONDUCTED BY FLTDC
SINCE THE START UP TO SEPTEMBER 1985

NAME OF THE COURSE/LEVEL	TOTAL DURATION (IN HOURS)	NUMBER OF PARTICIPANTS	PLACE	OCCUPATIONAL LEVEL OF PARTICIPANTS
3.3. Pattern/Sample Making	320 Hrs. 15 July '85 6 Sep. '85	2**	FLTDC	- Future Manufacturer
3.4. LG Appreciation course in LG Manufacturing	160 Hrs. 22 July '85 15 Aug. '85	1**	FLTDC	- Potential Manufacturer
4. <u>OTHER TRAINING ACTIVITIES</u>				
4.1. National Seminar/Workshop on Leather and Allied Industries	3 days 16 - 18 Feb. '85	192	Ramada Hotel, Manila	- (43) Leathergoods Industry (18) Tanning Industry (70) Footwear Industry (61) Allied Industries & Govt/non-Govt. Agencies
4.2. Mini-Seminar on Modern Leathergoods Manufacturing	8 Hrs. 6 Mar. '85	28	MIST* Marikina	- (13) Manufacturers (4) Vocational teachers (11) Leathercraft trainees
4.3. Orientation Seminar on Shoe Quality Control System	24 Hrs. 27 Mar. '85 29 Mar. '85	4	FLTDC	- Industry Merchandizers
4.4. Shoe Mart Footwear Quality Specification Seminar/ Workshop	80 Hrs. 5 June '85 19 June '85	45	SM Shoemart	- (44) Industry (managers, merchandizers and buyers) (1) Footwear Instructor
4.5. Working Session on Leather- goods Factory Establishment	8 Hrs. 8 July '85	7	FLTDC	- (5) Manufacturers (2) FLTDC Technical staff

*Marikina Institute of Science and Technology

ANNEX 16

NUMBER OF FIRMS HAVING AVAILED OF THE CENTRE
FACILITIES AND SERVICES TO DATE (SEPTEMBER 1985)

	FOOTWEAR	LEATHER GOODS	LABORATORY	TOTAL
Firms which received consultancy services	37	32	2	71
Firms which received in-plant technical assistance	14	7	29	50
Firms availing of the Centre's common production facilities and specific industrial services*	16	23	1	40
Firms employing trainees from the Centre (out-of-school youth)	12	12	3	27
Firms or institutions availing of the Centre's training facilities for themselves and/or their employees	12	20	-	32
Firms participating in working sessions (average)	1	18	1	20
Firms availing of laboratory test facilities	1	1	40	42
Firms availing of technical documentation	1	-	29	30

Some firms are availing of different services.

Total number of firms which are so far availing of the facilities and services of the Centre is as follows:

Footwear	56
Leathergoods	58
Quality Control	
Laboratory	68
TOTAL	<u>183</u>

*Common facilities such as: cutting press, embossing and strap cutting machine, etc. Services: leather weaving, pattern grading, models designs package, etc.

PRODUCT DEVELOPMENT ACTIVITY
(LIST OF PROTOTYPES)

LEATHERGOODS

MATERIAL USED	PRODUCT	QUANTITY
Diamond design- braided raffia snake skin- leather	Lady's clutch bag	1
	Lady's wallet	1
	Lady's belt	1
Woven Leather- plain leather	Men's shoulder bag	1
	Men's clutch bag	1
	Men's wallet	1
	Key Holder	1
	Passport Holder	1
Snake skin (Python)	Lady's clutch bag	1
	Lady's wallet	1
	Lady's belt	1
Vegetable tanned leather (tooled design)	Attache case	1
	Jewelry box	1
	Lady's shoulder bag	2
Braided Raffia- Leather	Lady's shoulder bag	1
	Lady's wallet	1
	Lady's belt	1
Bogoboc wove- imported leather	Hand carry, travel bag	1
	Lady's Portfolio	1
	Lady's shoulder bag	1
Snake skin	Lady's evening bag	1
	Matching belt	1
Woven cotton-leather-snake skin	Casual shoulder bag	1
Silk screen Printing-leather	Lady's shoulder bag	1
	Lady's wallet	1
Woven cotton- leather	Lady's shoulder bag	1
Python skin-mat-leather	Lady's shoulder bag (cemented)	1
	Lady's belt	1

LEATHERGOODS CONT...

MATERIAL USED	PRODUCT	QUANTITY
Goat Skin	Lady's bag	1
	Lady's clutch bag	1
	Lady's belt	1
	Coin purse	1
	Lady's wallet	1
Imported cow leather	Lady's bag	4
Woven cotton-leather	Lady's shoulder bag	4
	Lady's belt	1
	Total - - -	43

PRODUCT DEVELOPMENT ACTIVITY
(LIST OF PROTOTYPES)

FOOTWEAR

MATERIAL USED	PRODUCT	QUANTITY
Kid skin/kid suede	Ladies shoes (finished)	2
Reptile (snake skin)	Ladies shoes (finished)	1
Snake skin/ikat fiber	Ladies shoes (finished)	1
Cow leather/net woven fiber	Men's shoes (finished)	1
Cow leather	Men's shoes (finished)	4
Cow leather/woven leather	Men's shoes (finished)	1
Woven leather	Men's Pull over	2
Goat skin	Men's pull over	7
Cow leather	Men's pull over	7
Goat skin/snake skin	Men's pull over	1
Goat skin/snake skin	Ladies pull over	2
Goat skin/snake skin	Ladies shoes pull over	1
Patent Leather/goat skin	Ladies shoes pull over	1
Goat skin	Ladies sandals pull over	5
Goat skin	Ladies sandal (finished)	1
Total - - - - -		37

FIRST SEMINAR ON FOOTWEAR MANUFACTURE
IN THE PHILIPPINES

LIST OF LECTURES DELIVERED

- A. **Highlights on the Manufacture of Footwear**
Presented by: Mr. Erich C. Beyrodt
- B. **Manufacturing Problems, Present and Future**
Presented by: Mr. W.M.A. Soysa
- C. **Management and Planning**
Presented by: Mr. R.E.G. Mezeray
- D. **Design, Pattern and Lasts**
Presented by: Mr. Roland Steyns
Mr. Edgardo Estanislao
- E. **Upper Leather Cutting**
Presented by: Mr. Eduardo P. Lopez
- F. **Upper Leather Closing**
Presented by: Mr. Gorgonio Casili Jr.
- G. **Bottom Construction and Shoe Finishing**
Presented by: Mr. Rey J. Eder
- H. **Quality Control**
Presented by: Mr. Alfred Lesuisse
- I. **NMYC-Manpower Development**
Presented by: Ms. Evangeline N. Valencia
- J. **Costing of Products**
Presented by: Mr. Manuel M. Canlas
- K. **Marketing and Distribution**
Presented by: Mr. Erich C. Beyrodt
- L. **Training Programmes of the Footwear and Leathergoods
Training and Demonstration Centre**
Presented by: Mr. Alfredo A. Regondola
- M. **Raw Material Procurement**
Presented by: Mr. Miguel P. Abundabar
- N. **Interaction Between Shoe Manufacturer and Tanners**
Presented by: Mr. Reuben F. Hermoso

NATIONAL SEMINAR/WORKSHOP ON LEATHER
AND ALLIED INDUSTRIES

LIST OF LECTURES DELIVERED

- A. Leather Material Improvement
Presented by : Mr. Reuben Hermoso
- B. Materials Quality Determination and Control
Presented by : Mr. Alfred Lesuisse
- C. Finished Product Quality Determination and Control
Presented by: Mr. R.E.G. Mezeray
- D. Man-Made Materials Improvement
Presented by: Mr. Juanito R. Desamito
- E. Increased Productivity
Presented by: Mr. Paterno Dizon
- F. Technology Evolution, Acquisition and Transfer
Presented by: Mr. Roger Collantes
- G. Meeting Domestic Market Needs/Opportunities
Presented by: Mr. Robert Uy
- H. Establishing Product Research and Development in the Factory
Presented by: Mr. Roland Steyns
- I. Fashion Trends and Design in Product Research & Development
Presented by: Mr. Arturo Ibar
- J. Meeting Foreign Market Needs/Opportunities
Presented by: Mr. Mina Sabor
- K. Meeting Financial Needs for Investment
Presented by: Mr. Jose G. Garcia
- L. Meeting Financing Needs for Working Capital
Presented by: Prof. Melito S. Salazar Jr.
- M. Government Policies and Incentives for Manpower Development
Presented by: Mr. Loreto P. Purisima
- N. Existing Facilities for Manpower Development
Presented by: Mr. Alfredo A. Regondola