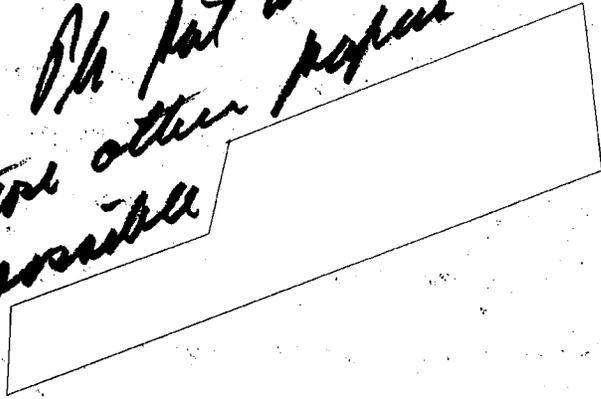


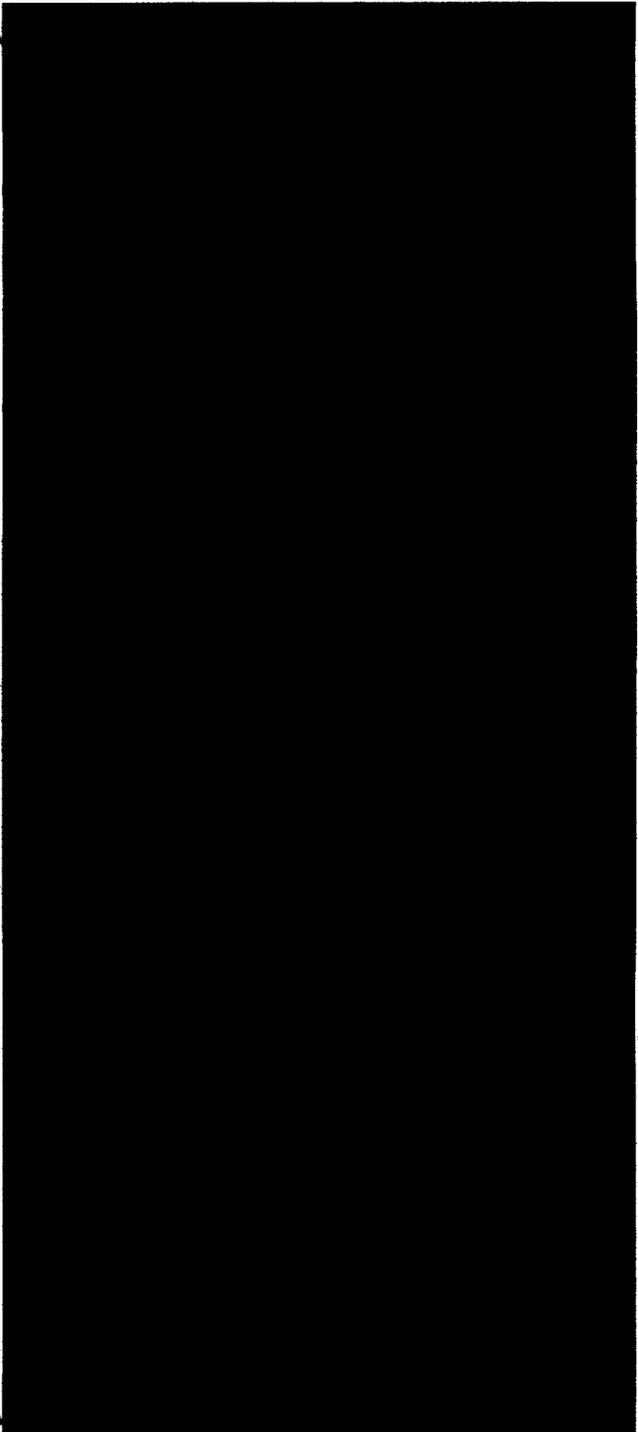
SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED	CONFIDENTIAL	SECRET	
OFFICIAL ROUTING SLIP			
TO	NAME AND ADDRESS	DATE	INITIALS
1	<i>Mr. Coffey</i>	<i>15 Jan</i>	<i>[Signature]</i>
2			
3	<i>Mr. Rammann</i>	<i>17 Jan</i>	<i>RB</i>
4			
5			
6	<i>Mr. Wayfield</i>		
<input type="checkbox"/>	ACTION	<input type="checkbox"/>	DIRECT REPLY
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Remarks:			
<p><i>Two years ago we were having a strike in Saigon. Maybe will have another one day but in the meantime this kind of publicity should help to solve future labor disputes.</i></p>			
APPROVED FOR RELEASE DATE: 18-Jan-2010			
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NONE/UNKNOW

Betty -
Pls put their coats
these other papers on
possible



NONE/UNKNOW



10 JAN 1969

SAIGON SCENE

Postwar Labor & Management

By JOHN MALCOLM

More and more we find ourselves considering the future in terms of peaceful endeavor. When peace does come, and we hope, and actually feel that it will be soon, the economic environment will certainly change. This change will likely be radical.

It seems clear in the postwar that the vast amount of foreign personnel assisting now in the conduct of the Vietnamese economy will not remain here, even if needed. They will want to go home. But the work these people are engaged in, in many cases will have to be continued, and in some cases expanded. This is especially true in the enterprises that are now considered war-related, but in peace will be converted to urgent development enterprises.

The many important positions in current enterprises that must be continued after the war can not be forever maintained by foreign personnel. Vietnamese are going to have to take much of the responsibility in the future.

Thus, a smooth conversion to Postwar development requires Vietnamese personnel ready to take over management chores, as well as the technical. We realize that such take-over is going to consume much time, for the Vietnamese personnel, trained or otherwise, are just not in the right places today.

Yet, there are some forward looking foreign-managed enterprises that are already taking the lead in planning for post-war conversions. Already they are deliberately charting their organization so that Vietnamese can be groomed to fit into every slot in that organization. If Vietnamese are not on hand, they are recruiting, or planning recruitment and training that will expedite Vietnamese take-over when the urgency of the war is past.

One such company that seems to be making headway in this area is Air America. Air transportation has expanded many times in Vietnam during the past several years, and there is no promise of its reduction after the war. Air America is not only training people to take over positions currently held by foreigners, but have been reducing the percentage of foreign personnel in these positions for the last several years.

In total numbers, the personnel in management and administration in Air America is already 84 percent Vietnamese, according to communications from USAID to the Inspector General of the Ministry of Labor. In the General Maintenance department in this aircraft enterprise, training and experience already given has enabled Air America to staff this activity with 92 percent Vietnamese. This includes auto, electrical and plant maintenance. In electrical maintenance, it may be pointed out, 100 percent of the staff in 1967 were foreigners. The staffing now is over 50 percent Vietnamese.

The same general pattern of growing responsibility for Vietnamese in this foreign enterprise is found in their Supply, Flight Operations, Dispatch and Communications departments. In Flying itself, Vietnamese that might be trained or recruited are taken by VNAF or Air Vietnam. In ground transportation however, the staff is 100 percent Vietnamese.

The above record when looked at in light of the shortage of local men is an example that may be a challenge to other enterprises now employing foreign personnel. Certainly the Saigon labor market can provide recruits for almost any enterprise as easily as it can for the air transport business which obviously must have intelligent, skilled and responsible people staffing its many highly specialized positions.

In the meantime, the Ministry of Labor should be congratulated for the early encouragement and help it is giving to local business and local personnel in their anticipation of postwar needs.

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