

2nd Training Course on
**EMPOWERING WOMEN IN
BUSINESS AND MANAGEMENT OF
AGRICULTURAL COOPERATIVES**

Thailand-Japan: 19th July to 11th August 2018



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9 Aradhana Enclave, R.K. Puram, Sector-13,
New Delhi-110066, India.

Report of the
**2nd Training Course on
Empowering Women in Business and
Management of Agricultural Cooperatives**
Thailand and Japan
19th July to 11th August 2018

Report compiled by:

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January 2019 (60)

Printed at
Diamond Press, HS-14 Kailash Colony Market, New Delhi-110048, India.
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COURSE REPORT

SECTION-I

Executive Summary

Background

Gender equality is a fundamental factor for the socio-economic well-being of all. It has importance in terms of global economic recovery and global development. Yet, despite the gains made so far and the efforts and political commitment of the international community, visible and invisible obstacles continue to persist that prevent rural women from fully exploiting their capabilities. These barriers equally deny them their right to be recognized as the driver and the main actor in rural development.

Rural women face several constraints. Rural women have limited or no access to natural, infrastructural, technical and financial resources due to both cultural and legal constraints; rural women are not heard since they have no voice; and rural women mainly work in the informal sector and in subsistence agriculture. Consequently, their access to education and basic social services is compromised.

The role of rural women is vital. Rural women not only contribute to feeding the world in a safe and sustainable way, but also promoting a true development and contribute to building peaceful and socially cohesive communities.

Introduction

The International Cooperative Alliance (Alliance) is an independent, non-governmental organisation established in 1895 to unite, represent and serve cooperatives worldwide. The Alliance provides a global voice and forum for knowledge, expertise and coordinated action for and about cooperatives. The members of the Alliance are international and national cooperative organisations from all sectors of the economy. The Alliance has 310 members from over 105 countries, representing close to one billion individuals worldwide. According to the World Coop Monitor (<http://www.monitor.coop>) the world's top 300 cooperatives generate 2.6 trillion USD in turnover. Cooperatives generate partial or full-time employment for at least 250 million individuals worldwide, either in or within the scope of cooperatives, making up almost 12% of the entire employed population of the G20 countries.

Operating from a global office in Brussels (Belgium), the Alliance is organized with four Regional Offices - Europe, Africa, Americas, and Asia-Pacific. The ICA-AP which was opened in India in **1960** takes care of **104** members from **32** countries in the Asia-Pacific region.

Training Course

The Ministry of Agriculture, Forestry and Fisheries (MAFF) of the Government of Japan has chosen the International Cooperative Alliance (ICA) to implement an umbrella Project on “**Capacity Building in Agricultural Sector in Asia and Africa (CB Project)**” for three years starting from 2017.

Under this Project, the 2nd Training Course on “**Empowering Women in Business and Management of Agricultural Cooperatives**” was held in **Thailand** and **Japan**. Part-I of the Training Course was held in Thailand in collaboration with the Cooperative League of Thailand (CLT) from 19th to 28th July 2018 and Part-II in Japan in collaboration with the Institute for the Development of Agricultural Cooperation in Asia (IDACA) from 29th July to 11th August. The Training Course was funded by the Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan, and implemented by ICA.

Objective

The objective of the training course was to assist capacity building of leaders of rural women for promotion of more participation in organizational management and organized business activities in the countries of the South-East Asia and South-Asia countries.

Course Participants

Seven (7) women participants were selected by ICA-AP for the Training Course from the following seven countries – India, Laos, Myanmar, Nepal, Philippines, Thailand and Vietnam. A list of participants is placed at Section-XI.

Home Country Assignments (HCA)

The selected participants undertook their Home Country Assignments (HCA) for a period of one week (12-18 July) prior to the actual commencement of the Training Course. They prepared a **Country Report** on the format supplied by us. They also prepared a draft **Action Plan** after discussion with their seniors in the organization on the format supplied by us. The purpose was to write down the ideas for the finalization of action plan in IDACA based on the experience and knowledge gained during the training course in Thailand and Japan. This helped them to explain and implement the action plan prepared in Japan after the training course for the development of their own organizations including social and economic activities to meet the objective of the Training Course.

The Training Course was divided into two parts, as has been explained below:

Part-I: Study Visits in Thailand

A 10 days study visit program with a focus on observation of the activities of cooperatives/women groups and social institutions was held in Thailand from 19th to 28th July 2018 in collaboration with the Cooperative League of Thailand (CLT) – a member organization of ICA.

Part-II: Training Course in Japan

Part-II of the Training Course, including field study visits, was held in Japan for 14 days (29th July to 11th August 2018). The Training Course was conducted by and located at IDACA. Some of the key subjects covered at IDACA were:

- *Development of Agricultural Cooperatives in Japan;*
- *Women’s Associations of Japanese Agricultural Cooperatives;*
- *Rural Women’s Entrepreneurship (marketing and local agro-processing);*
- *Women’s Participation in the Rural Development;*
- *Finalization and Presentation of Action Plans; and*
- *Reporting and Evaluation.*

Financial Support

The Ministry of Agriculture, Forestry and Fisheries [MAFF] of the Government of Japan contributed funds to the 2nd Training Course on "Empowering Women in Business and Management of Agricultural Cooperatives" which was followed by a grant for its implementation. The ICA is highly appreciative of the contribution made and grateful to the Government of Japan for this gesture.

Acknowledgements

In the implementation of the 2nd Training Course, the ICA has received full support and cooperation from the Central Union of Agricultural Cooperatives (JA-ZENCHU); Ministry of Agriculture, Forestry and Fisheries [MAFF] of the Government of Japan; Institute for the Development of Agricultural Cooperation in Asia [IDACA] in Japan; Cooperative League of Thailand (CLT); and other ICA member-organisations in the Region. The ICA is grateful to its member-organisations for their support.

Administrative Arrangements

Mr. K. Sethu Madhavan, Advisor-Membership, ICA-AP, was responsible for the conduct of the 2nd Training Course. The entire Training Course was coordinated and implemented by him for its full duration, under the direction of the ICA Regional Director for Asia and Pacific.

Part-II of the training program held in Japan at IDACA was conducted under the direction and guidance of Mr. Masahiro Konno, Executive Director of IDACA. Ms. Tayama Hiroko of Training Department was designated by the IDACA as the Course Coordinator for this part.

Summary of the Time Table

The following was the summary of the time table:

<i>Home Country Assignment (HCA)</i>	<i>:</i>	<i>12th to 18th July 2018</i>
<i>Arrival of Participants in Bangkok</i>	<i>:</i>	<i>19th July</i>
<i>Part-I: Field Study Visits in Thailand</i>	<i>:</i>	<i>20th to 28th July</i>
<i>Arrival of Participants in Tokyo-Japan</i>	<i>:</i>	<i>29th July</i>
<i>Part-II: Training Course in Japan-IDACA</i>	<i>:</i>	<i>30th July to 10th August</i>
<i>Departure of Participants from Japan</i>	<i>:</i>	<i>11th August 2018</i>

SECTION-II

Inauguration of Part-I of the Training Course in Thailand

The inauguration of Part-I of the 2nd Training Course on "Empowering Women in Business and Management of Agricultural Cooperatives" was held in the forenoon of 20th July at the premises of Cooperative League of Thailand (CLT). The inaugural session was attended by Mr. Mongkalat Pukanat, Chairman of CLT; Mr. Wichit Charochon, Deputy Executive Director of CLT; Mr. Phanuwat Wanraway, Head of International Affairs of CLT; Mr. K. Sethu Madhavan, Advisor-Membership/Program Coordinator, ICA-AP and several CLT officers and staff.

Mr. Mongkalat Pukanat welcomed the participants and the guests on behalf of CLT. He said that the CLT has the honour to organize this international training program in Thailand for the last six years. He said that the CLT is intensely involved in empowering women in business and management of agricultural cooperatives which is the theme of the training course. CLT is the apex organisation and 8,000 different types of cooperatives are affiliated to it. Government of Thailand gives lot of support to women group activities and the products produced by women groups are displayed in CLT premises.

He also thanked the participants and their organizations for nominating them for this training course. He assured the participants that they would enjoy their stay in Thailand. CLT staff has made good arrangements for field study visits in Thailand. He urged upon the participants to transfer the knowledge they will gain in Thailand and Japan to their colleagues back home.

Finally, he wished the participants from seven countries a comfortable stay and meaningful visits in Thailand. He also conveyed his appreciation to the women groups and the cooperatives that the participants will be visiting during their stay in Thailand.

Mr. Sethu Madhavan welcomed all the distinguished guests and the participants to the inaugural session. He expressed the gratitude of the ICA to the Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan, for their continued financial support to the program and IDACA for its active collaboration in the implementation of the training program. He expressed the gratitude of ICA-AP to CLT for making all arrangements for the field visits in Thailand. He also mentioned about some basic discipline to be maintained throughout the training course.

After the inauguration, a presentation on the Cooperative Movement of Thailand was made by Mr. Phanuwat Wanraway, Head of International Affairs, Cooperative League of Thailand, for the benefit of the participants.

Background

Cooperatives in Thailand, like in all developing countries, have been initiated by the government since 1915 with the prime aim of being a means of improving the livelihood of small farmers. This is due to the increasing debt problem resulting from farmers suffering from the shift from self-sufficient economy to trade economy. Natural disasters such as droughts and floods have further worsened the debt situation for the farmers. Consequently, they have lost their farmland and became laborers, leaving their debts unpaid.

The first cooperative in Thailand was named Wat Chan Cooperative Unlimited Liability and was established by the government on 26th February 1916, in Phitsanulok. It followed the Raiffeisen credit cooperative type with the single purpose of providing farm credit and being organized as a small village credit cooperative to help severely indebted farmers. The success of this type of cooperative in preventing many farmers' land led to the increasing number of small village credit cooperatives all over the country from being

Opening of the Training Course at the Cooperative League of Thailand (CLT)



Participants at the office of Cooperative Promotion Department (CPD)



Participants at the Agricultural Cooperative Federation of Thailand (ACFT)



foreclosed by the money-lenders. Small credit cooperatives had prevailed in the country until 1983 when other types of cooperatives were then established in response to the people needs (i.e. production and consumer cooperatives).

The increasing number of cooperatives also led to the establishment of the "Cooperative Bank" in 1947 through government capital. Village credit cooperatives were urged to increasingly hold share capital in the Bank with the hope that they would, in future, be owners of the bank which was their own financing center. In 1952 and 1953, two provincial cooperative banks were established in the Chiang Mai and Uttaradit provinces respectively by the affiliation of village credit cooperatives in each of the two provinces. The two provincial cooperative banks served their affiliates so well, both in their credit needs and depositing surplus funds. Unfortunately, the enactment of a new 'Commercial Banks Law' in 1962 laid down that the acceptance of deposits on 'current accounts' could only be operated by commercial banks which must be organized in the form of a 'limited company'. The two-existing provincial cooperative banks had, therefore, to be reorganized as credit cooperative federations and a program to 'set up new cooperative banks was dropped. In 1966, the government-cum-credit cooperative-owned Bank for Cooperatives was reorganized as the 'Bank for Agricultural and Agricultural Cooperatives', a state enterprise, functioning as a financial center of agricultural cooperatives including lending directly to individual farmers.

In 1968 with the objective to strengthen the cooperative movement, the Government enacted the Cooperative Act, B.E. 2511, which allowed the establishment of the Cooperative League of Thailand, functioning as the apex organization of the cooperative movement. The said cooperative Act also allowed for the amalgamation program which combined the neighboring small village credit cooperatives, paddy and marketing cooperatives, land improvement and land settlement cooperatives into a large-scale cooperative at district level performing multipurpose functions and which was officially categorized as agricultural cooperatives.

At present, the cooperatives in Thailand are officially categorized into seven types, namely:

1. Agricultural Cooperatives (Agricultural cooperatives are established to enable farmer members to engage in business together, thus helping one another in times of crisis as well as gaining for themselves a better livelihood and quality of life).
2. Land Settlement Cooperatives (The primary objective is to allocate land to farmers who having either no land or small holding to make use for their living earning. Its operational scope is the same as that of agricultural cooperatives. However, land settlement cooperatives put more emphasis on land development including familiarizing members with appropriate farming techniques and modern irrigation methods).
3. Fisheries Cooperatives (Fisheries cooperatives consist of members who are involved in fishing activities, both fresh and sea water. The main purpose is to deal with production and marketing problems through joint purchasing, access to loan funds, increased knowledge of the fishing industry, and promotion of natural resources conservation).
4. Consumer Cooperatives (Consumer cooperatives are formed by consumers in obtaining various goods at reasonable prices and guarantee standard. It is a legal body, registered under the Cooperative Act, with its members as its shareholders. Members voluntarily co-invest in their cooperative stores to fulfill their purchasing needs in a way that will sustain their economic well-being).
5. Thrift and Credit Cooperatives (Thrift and credit cooperatives are those whose members are people having the same occupation or living in the same community. Its main purpose is to promote savings among members and provide loans for productive investment).

6. Service Cooperatives (The service cooperatives are another cooperative type formed by persons engaged in the same occupation to deal with common concerns including building up employment security and maintaining the members' existing occupation).
7. Credit Union Cooperatives (The first credit union in Thailand was organized on 25th July 1965 by 13 pioneers with initial saving of 360 Baht, its name was "Soonklang Thewa Credit Union". Fr. Alfred Bonninque believed that dreams will come true if people join hands together and achieve their goals without bias to other people. This is the principle he believed people in the slums of Huay Kwang, Bangkok should observe to improve their lives and be of equal level to other people in the society. The credit union is the meeting point of people who trust and people who help people).

Organizational Structure of Cooperatives in Thailand

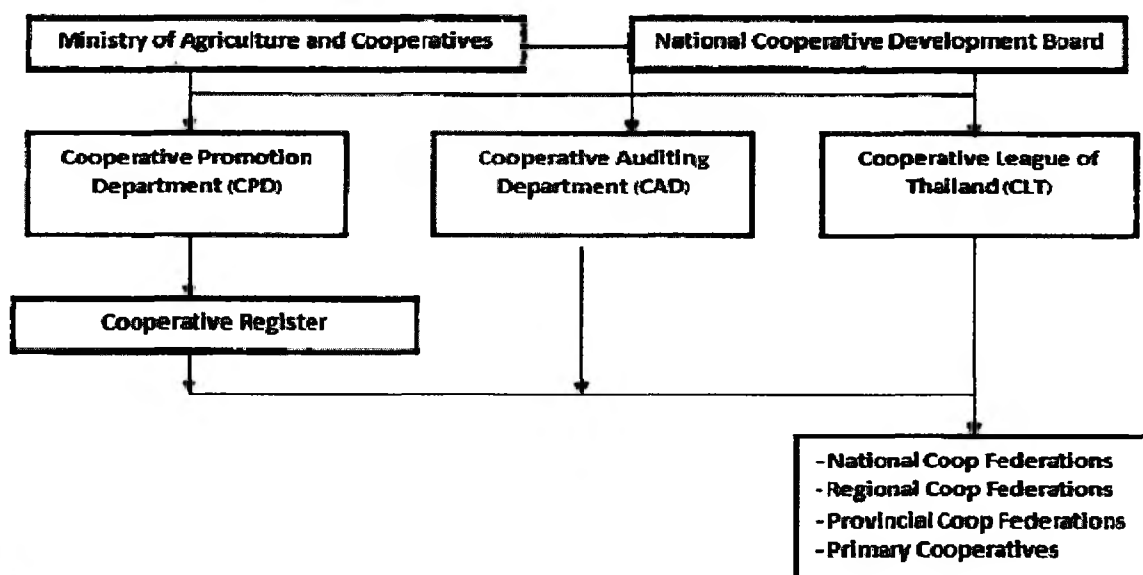
Cooperatives in Thailand are vertically organized in a three-tier system; primary cooperatives at district level and federations at provincial and national level. The primary cooperative consists of individual members while members of provincial and national federations are cooperatives. The members elect the board of directors through the general meeting with maximum number of 15 persons for cooperative development policies formulation. The board of directors, then, appoints a manager and staff to run the cooperative business.

Five or more cooperatives at primary or provincial level can form a provincial or national federation together to undertake joint activities on behalf of their affiliations such as processing and trading of agricultural products.

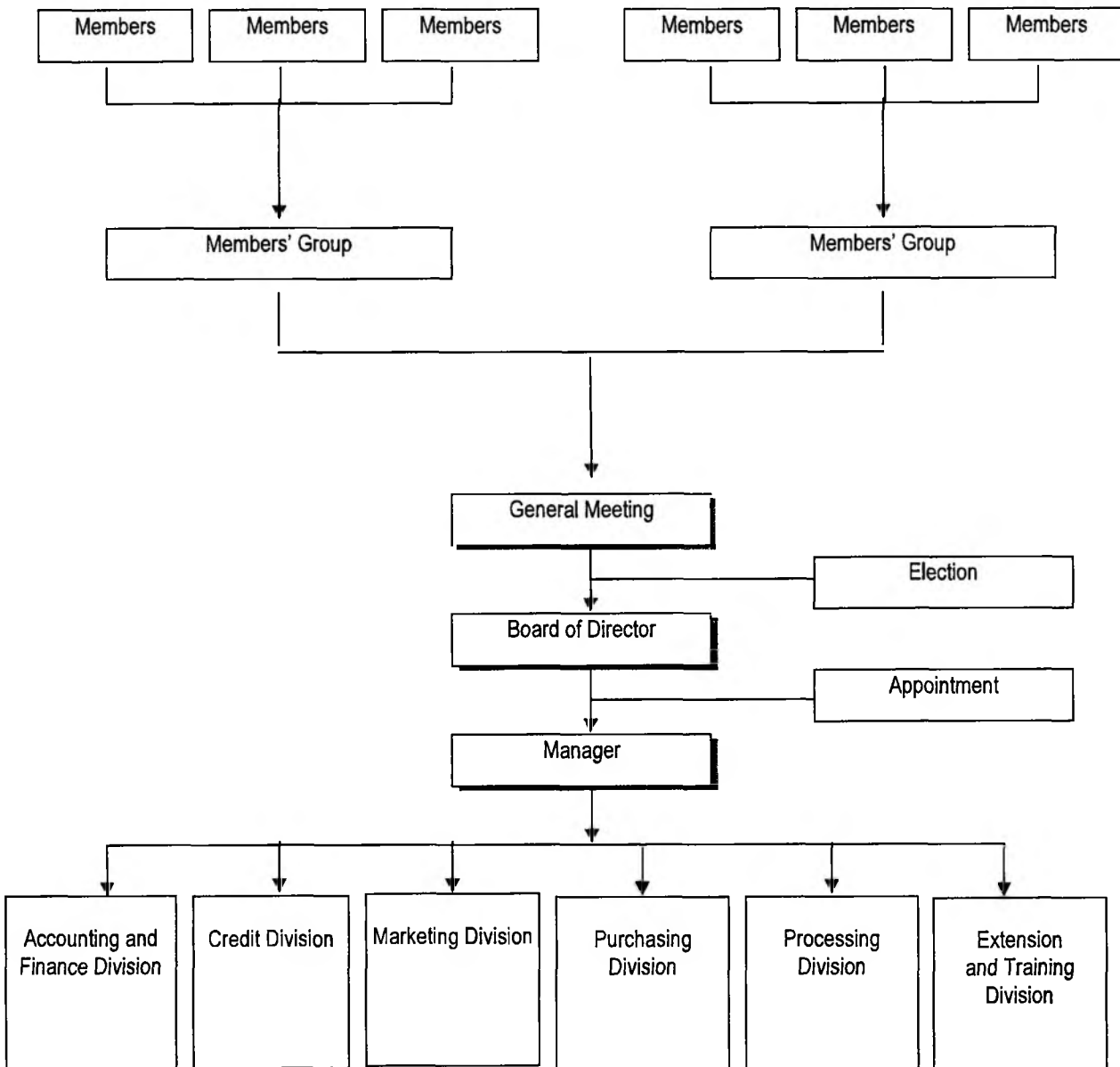
At national level, there is the Agricultural Cooperative Federation of Thailand of which all 76-provincial agricultural cooperative federations are affiliates. There are also the Sugarcane Growers Cooperative Federation of Thailand, Swine Raisers Cooperative Federation of Thailand, Dairy Cooperative Federation of Thailand and Onion Growers Cooperative Federation of Thailand. Thrift and Credit Cooperatives, and Consumer Cooperatives are affiliated in a national federation of their own.

All types of cooperatives at all levels, according to the Cooperative Act, A.D. 1999, must implicitly be affiliates of the Cooperative League of Thailand (CLT). The CLT is functioning as an apex body of the whole cooperative movement. It does not run as a business enterprise, but acts as a facilitator, coordinator and provides educational support in the promotion of all cooperative activities.

Relationship of Co-operative Organizations in Thailand



Structure of Primary Cooperatives in Thailand



SECTION-III

Field Study Visits in Thailand

The field study visits were arranged from 20th to 27th July 2018 in and around Bangkok by the Cooperative League of Thailand (CLT).

The participants visited the following cooperatives in Thailand to get an opportunity to meet some of the progressive women members and observe their participation in the business operations of their agricultural cooperatives.

Cooperative League of Thailand (CLT)

The Cooperative League of Thailand (CLT) was established according to the Cooperative Act (Cooperative Law) on 9th June 1968. It is a non-profit organization functioning as the national apex body of the cooperative movement in Thailand. All cooperatives registered under the Cooperative Act will be automatically affiliated to the CLT.

The main functions of CLT are: (a) Promote cooperative ideology and principles; (b) Provide technical assistance, training and education; (c) Promote business, trading, industry, and services of all cooperatives; (d) Strengthen cooperative networking and relationship locally and internationally; (e) Protect cooperative members' interests and benefits; and (f) Provide cooperation with the government concerned in promotion of cooperatives for genuine and real benefits to cooperatives in general.

Resources and Facilities

1. CLT Training Center with broad services of training, conferences, seminars, meetings, parties, food & beverage, accommodation up to 69 twin sharing rooms serviced to both members and non-members,
2. Publications/Magazines/Newsletters/TV Program and cooperative texts,
3. Training programs and consultations concerning cooperative laws and information,
4. Cooperative Museum and Library,
5. Arrangement for good relationship with cooperative organizations or international cooperative organizations.

Current Number of Cooperatives and Membership Classified by Types

No.	Types of Cooperatives	Number of Cooperatives (as of December 2016)	
		Cooperatives	Percentage
	Agricultural Cooperatives Sector		
1	Agricultural Cooperatives	4,480	54.22
2	Fisheries Cooperatives	110	1.33
3	Land Settlement Cooperatives	94	1.14
	Non-Agricultural Cooperatives Sector		
4	Thrift and Credit Cooperatives	1,499	18.14
5	Consumer Cooperatives	225	2.72
6	Service Cooperatives	1,284	15.54
7	Credit Union Cooperatives	571	6.91
	Total	8,263	100.00

Participants at Lamlookka Agricultural Cooperative Ltd.



Participants at the Credit Union of Thailand (CULT)



Participants visited women's group, Nong Chok Agricultural Coop Ltd.



Participants visited Bangplee Agricultural Cooperative Ltd.



Participants at Banpeaw Agricultural Cooperative Ltd.



Participants observing facilities of Occupational Women Group



The Board of Directors of CLT consists of not exceeding 14 members, who are 7 persons elected at general meeting of the CLT, and Chairman of 7 National Cooperative Federations. The Board of Directors shall elect from among its members one Chairman and one or more Vice Chairman. The Board of Directors shall appoint an Executive Director of CLT and the Director shall be the ex-officio secretary of the Board of Directors.

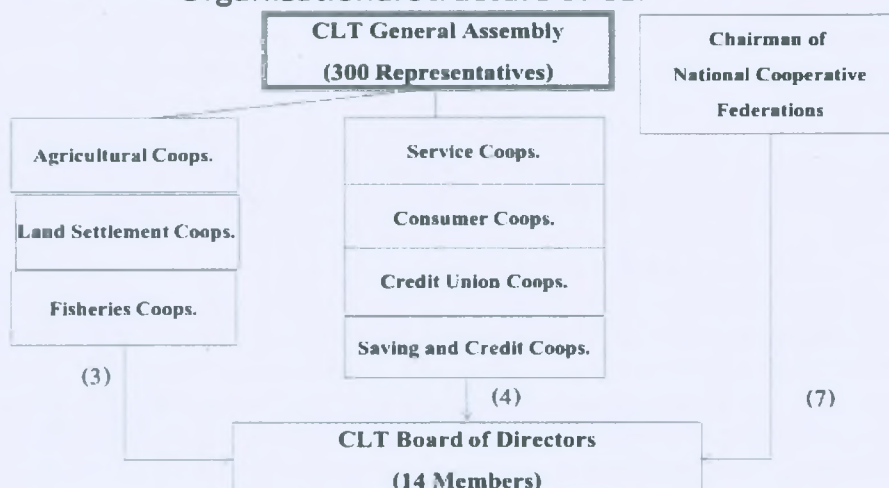
The Board of Directors shall have the duty to administer the affairs of the CLT and be authorized to issue regulations in compliance with its objects. The members of the Board of Directors shall have each term of office for four years. After the end of the term, if there has yet been no election of the new board members, the vacating board members shall be entitled to hold the office further until the newly elected board members assume their functions. The vacating board members may be re-elected but not more than two terms of office consecutively. In the case where a board member vacates the office before the end of the term, the board of directors of CLT shall select other delegate of the cooperative as a board member in his place. The newly selected board member shall be in office for period equivalent to the remaining time of the term of office of the board member whom he replaces.

The board of directors shall call an annual general meeting once a year within 90 days from the last day of the accounting year of CLT. Upon reasonable circumstances, the board of directors may call an extraordinary general meeting whenever it thinks fit; or in the case where not less than one-tenth of the total number of member requests in writing to the board of directors to call an extraordinary general meeting. Such a written request shall specify the objects for which the extraordinary general meeting is being called. In case of members requesting for an extraordinary general meeting, the board of directors shall call it within 30 days from the date of receiving the written request.

The Executive Director shall have the duties of managing the affairs of the CLT in accordance with the regulations and policies prescribed by the Board of Directors and shall have the power to control the officials thereof. In matters concerning the third persons, the Executive Director shall be a representative of the CLT. For this purpose, the Executive Director may authorize any person to do specific affairs in accordance with the regulations prescribed by the Board of Directors.



Organizational Structure of CLT



Cooperative Promotion Department

In 1915, a year before the first cooperative was introduced to Thailand the Cooperative Section was established under the Ministry of Finance responsible for cooperative promotion. With an increasing role of cooperatives in the Thai economy, the Cooperative Section was transformed to be the Cooperative Department under the Ministry of Commerce in 1920, thus becoming the Ministry of Cooperatives in 1952.

The reorganization of the government agencies in 1963 caused the abolishment of Ministry of Cooperatives and the establishment of Ministry of National Development in substitution. Under the new Ministry, there were three newly established departments responsible for all previous cooperative duties as follows - Land Cooperative Department, Cooperative Auditing Department and Trade and Finance Cooperative Department.

Again in 1972, the Ministry of National Development was abolished and replaced by the Ministry of Agriculture and Cooperatives. All cooperative works, except duties under the Cooperative Auditing Department, were merged together under the new department named Cooperative Promotion Department (CPD) and attached to the Ministry of Agriculture and Cooperatives.

In 2002, the internal reorganization of Cooperative Promotion Department took place according to the Regulations of Ministry of Agriculture and Cooperatives. It resulted in the changes of roles, duties and responsibilities.

Vision: Aim to develop cooperatives and farmer groups and keep them strong immune to and catching up with changes.

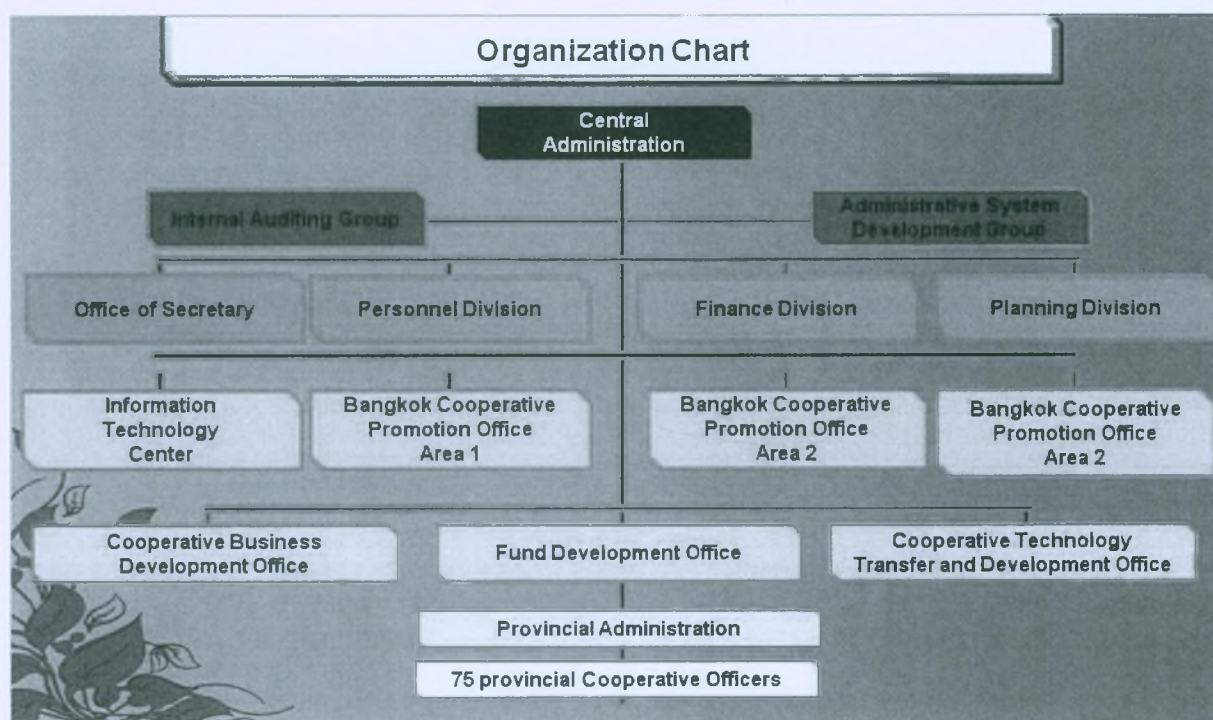
Mission: (1) to enhance and expand the quality of public services to respond to needs and expectation of cooperatives, farmer groups and the public; (2) to expand cooperation networks and integration of domestic and foreign organizations to develop cooperative system; (3) to accelerate the land allocation and promote additional occupations in cooperative land settlements; (4) to promote and support the creation of cooperative awareness and active participation; (5) to promote and support the alliance networking in administrative, economic, social and traditional areas to strengthen cooperative system; (6) to support and protect the operations of cooperatives and farmer groups to serve needs of their members and stakeholders in accordance with cooperative principles and related laws; and (7) to adjust organizational structure and develop public administrative and personnel system to serve promotion and development of cooperative system.

The CPD is responsible for promoting and disseminating the cooperative ideology, principles and methods to cooperative personnel, farmer groups and the public, promoting, supporting and strengthening the cooperative system, improving cooperatives' learning process to increase the capacity of business management as well as the efficiency of their operation, and encouraging cooperatives to upgrade the business linkages to international levels for better living quality of cooperatives members both socio-economic aspects.

Organizational Structure: The administration of CPD is divided into 2 parts - Central and Provincial ones. Central Administration, which is in Bangkok, consists of 3 divisions, 1 center and 7 offices as follows:

Internal audit group is responsible for examining the administration, finance and accounting; Personnel division is responsible for personnel affairs, staff recruitment and manpower allocation; Finance division is in charge of finance, account and commodity procurement; Planning division is responsible for planning, budget allocation, project monitoring and evaluation, and international affairs; Information technology center is responsible for data base, information system and network development; Cooperative promotion and development office takes care of cooperative establishment and

registration, including research and development on cooperatives and farmer groups; Cooperative business development office promotes cooperative and farmer group production, marketing, research and development on goods and service. It is specialized in all kinds of business (plantation, fishery, livestock, handicraft and service); Fund development office strengthens cooperative management and takes care of funding support to cooperatives; Cooperative technology transfer and development office designs and conducts training courses relevant and useful to CPD staff, cooperative members, board of directors and staff of cooperative and the public through its 10 regional technology transfer centers; Bangkok cooperative promotion offices in Area-1 and Area-2 have duties to educate cooperators, farmer groups and the public about cooperative ideology and principles and to foster successful business operation of cooperatives; Provincial administration comprises 75 provincial cooperative offices. These local offices are responsible for supervising and promoting all cooperatives within their responsible areas.



The Agricultural Cooperative Federation of Thailand Limited (ACFT)

The Agricultural Cooperative Federation of Thailand Limited (ACFT) was established and operated under "The Cooperative Act" formed to be the National Agricultural Cooperative Federation and for the agricultural cooperatives throughout Thailand under the supervision of the Cooperative Promotion Department (CPD), Ministry of Agriculture and Cooperatives.

Set up as "The Wholesale Cooperative of Thailand Limited" on 30th May 1952, the name was changed a few times, finally to "The Agricultural Cooperative Federation of Thailand Limited" since 1st October 1975. The regulations had been amended to suit the policy and objectives. Its network covers enormous number of cooperative members. It has over 4,000 cooperative members covering over 6.3 million farm family members.

The main objective of ACFT was to encourage members to do business and assist each other by means of cooperative procedures with a non-profit business concept which will benefit the members and the society in both economic and social aspects.

The ACFT has got the following divisions: (a) Agricultural business division; (b) Training development division; and (c) Printing Division.

To increase cooperative's business capability and network, the ACFT is supporting the following facilities: ACFT Business Center in Chiangmai Province; TJC Chemical Company Limited; ACFT Business Center in Ayutthaya Province; and ACFT Cooperative Rice Center.

Rice Center: Rice is the most important economic crop of Thailand. It is a staple food for more than 50 percent of world population including Thai people. Most of Thai farmers are rice growers. Thus, rice is the top five income earning crops for farmers and the country. The ACFT is a national cooperative and the center of all national agricultural cooperatives. Its mission is to support and promote agricultural cooperatives in all aspects including farm inputs, marketing and knowledge for management and services according to principles of cooperative for the social and economic welfare of members. The ACFT is also authorized by the Cooperative Promotion Department to be the principal cooperative for rice business. Therefore, the Thai cooperative Rice Center Project is launched to be the central agency for processing all kinds of paddy rice from cooperatives nationwide and process into white rice and brown rice including jasmine rice, sticky rice, non-sticky rice and native rice for direct consumption and marketing to conserve and maintain the best rice of the world.

Distribution Center: There are 4,000 agricultural cooperatives throughout Thailand. Among these localities, there are high quality agricultural products that meet consumer demand. The deficiency in the supply chain is the distribution center for such goods as vegetable, fruits, organic products, coffee, tea and seasonal fruits. The ACFT has thus opened the Distribution Center to serve as business channel for propaganda and selling agricultural produces.

The total membership of ACFT is 6.3 million members from 59 provinces. It has got 18 board of directors, all of whom are men. The term of office of the directors is for two years. They can be re-elected only two times consecutively. The ACFT has got 137 employees out of which 80 are women. The total sales turnover for 2017 was 2,000 million Baht and net surplus was 50 million Baht. The cost of one share of the cooperative is 100 Baht and not more than 5% of the total shares in the cooperative can be owned by a member. A maximum dividend of 10% can be paid by the cooperative.

Lam Lukka Agricultural Cooperative Limited

Pathum Thani is one of the central provinces of Thailand. The province is north of Bangkok and is part of the Bangkok metropolitan area. In many places the boundary between the two provinces is not noticeable as both sides of the boundary are equally urbanized. Pathum Thani town is the administrative seat, but Ban Rangsit, seat of Thanyaburi District is the largest populated place in the province.

The province is divided into seven districts (Mueang Pathum Thani, Khlong Luang, Thanyaburi, Nong Suea, Lat Lum Kaeo, Lam Luk Ka and Sam Khok). The districts are further subdivided into 60 communes and 529 villages.

The name Lam Luk Ka originates from a fertile pond in the district named Bueng Lam Luk Ka. When the government created the district Lam Luk Ka in 1904, they cut the word Bueng off.

Total land area of Lam Kukka District is 114.95 sq.km. and total population is 262,230 persons.

Lam Lukka Agricultural Cooperative Limited was established on 1st February 1974. The cooperative was amalgamated with other 4 small size cooperatives in Lam Lukka District

area. At the beginning, there were only 80 individual members. After amalgamation with other cooperatives and registered new name as "Lam Lukka Agricultural Cooperative Limited", there were 274 individual members with total share capital of 10,147 US\$ (345,000 Baht), reserved fund of 10,993 US\$ (373,782 Baht), and total asset of 130,882 US\$ (4,449,988 Baht).

The current business performance of the cooperative as on 31st March 2016 is given below.

- Number of Regular Members: 2,766 Individual members with 55 groups of members. At the beginning it had only 80 members. Only farmers can become a regular member.
- Share Capital: 2,622,682 US\$ (89,171,220 million Baht)
- Reserved Fund: 415,874 US\$ (14,139,730 million Baht)
- Total Asset: 18,209,452 US\$ (619,121,386 million Baht)
- Deposit: 11,685,118 US\$ (397,249,012 million Baht)
- Net Profit: 858,823 US\$ (29.20 million Baht)
- Supply Business (agricultural products and equipments): 2,886,521 US\$ (98,141,732 million Baht)
- Processing Business: 80,943 US\$ (2,752,080 million Baht)
- Rice Production and Marketing: 4,534,605 US\$ (154,176,588 million Baht)
- Hire Purchasing Business (1,465 sale agreements): 1,667,590 US\$ (56,698,078 million Baht).
- Housing Business (room rental): 137,925 US\$ (6.9 million Baht)
- Other Business (petrol station, cooperative central market): 45,428 US\$ (1,544,571 million Baht).

The total number of board of directors is 15 (no woman) and 3 internal auditors (2 are women). The AGM is held once in a year and it is attended by most of the members. The cooperative gives 3% dividend on share capital. However, a maximum dividend of 10% can be paid by the cooperative. 300 shares are required to become a member of the cooperative and the cost of one share is 10 Baht. Not more than 5% of the total shares in the cooperative can be owned by a member. The total staff of the cooperative is 41. When the member dies 53,000 Baht is provide by the cooperative.

Artificial Flower Making Women Group

The artificial flower making group was established in 2012. This is one of the groups of Lam Lukka Agricultural Cooperative Limited. At present the Group has got 120 members. The members who are mostly elderly people come here and make the artificial flowers and some other processing activities. The board of directors consists of 10 persons. The group has been supported by both local government office and the Lam Lukka Agricultural Cooperative.

Credit Union League of Thailand (CULT)

History

- In 1965 first Credit Union was established under the name "Soon Klang Thewa Credit Union".
- In 1966 the Catholic Council for Social Development which sponsored credit union organizing and extension approved to establish the Committee of Credit Union in Thailand and responsible for all credit union promotion.

- In 1969 the Credit Union Center of Thailand was established. Its office was in the same building of Soon Klang Thewa Association and its function was to promote organization of credit union chapter in each region that could organize national organization.
- In 1970 the Credit Union Center of Thailand became the associate member of the Asian Confederation of Credit Unions (ACCU).
- In 1971 the representatives from 60 credit unions all over Thailand attended the meeting at Xavier hall in Bangkok, to organize the Credit Union Nation Federation of Thailand or CUNAFT. The Executive Board was selected from the representatives attended.
- In 1973, the Credit Union Center of Thailand was recognized as regular member by ACCU.
- In 1974 the CUNAFT changed its name to the Credit Union League of Thailand Ltd. (CULT). Loan Protection and Life Saving Program from CUNA Mutual were launched in Thailand.
- In 1977 MISEREOR, one of donor agencies in Germany granted the fund for CULT Building. That was the nation league's first office and training center located at Ramkhamhaeng Road, Bangkok.
- In 1978 CULT office was moved from Soon Klang Thewa to a new place.
- In 1979 the Credit Union movement in Thailand was legally accepted by the government and registered under the Cooperatives Law and supervised by the Cooperative Promotion Department, the Ministry of Agriculture and Cooperatives.

Vision: Central institute and leader for the credit union movement in Thailand.

Mission: (a) Aggressively and pro-actively development on the organizational strengths; (b) Diver of the good governance in the credit union movement; and (c) Build an integrated one-stop-service to elevate the member credit unions.

Objectives: (a) Encourage Credit Union members to save; (b) Provide fund and credit services for livelihood and occupational development; (c) Procure raw materials, joint purchasing and selling, supply consuming or processing products and services of members; (d) Coordinate with cooperatives, national federations, Cooperative League of Thailand, community organizations, private sector and government agencies to promote and develop cooperatives' businesses; and (e) Enhance knowledge and develop living standard of members and communities as well.

Funding Resources: Shares from members; Deposit from individual credit union and other cooperatives; Loan, promissory note; Reserve and other fund; and Donations.

Funding Utilization: Depositing with leagues/federations or other cooperatives; Depositing with bank or financial institution where aimed to assist cooperatives; Buying stocks of government and semi-government; Buying shares of bank where aimed to assist cooperatives; Buying shares of leagues/federations or cooperatives; Buying shares of entrepreneurs which can grow up the cooperatives' business under the approval of cooperative registrar; and Other deposit or investment according to the regulation of the national cooperative development committee.

The programs and services of CULT are: Promotion and development of credit unions; training/seminar and curriculum development; deposits and promissory notes; inter-lending programs; welfare schemes to members; accommodation and function services; public relations; coops' business and products development; information technology development; legal consultancy; and international relation affairs.

As on 31st December 2016 the CULT has got 1,181 credit unions (648 regular and 533 affiliated) and 1,331,424 members. Share capital is one of the components in CULT asset to show the participation and ownership of credit union members. As on 31st December 2016 CULT has got a total share capital of US\$ 15.643 million; deposits of US\$ 123.46 million; loan outstanding of US\$ 63.062 million; and total assets of US\$ 162.772 million. The CULT utilizes the surplus to maximize the profit for members by investing in various stock and/or bonds based on the framework of the cooperative law and regulation of cooperative registrar.

Nong Chok Agricultural Cooperative Limited

Background: Nong Chok district is one of the 50 districts of Bangkok. It is bounded by other districts – Amphoe Lam Luk Ka of Pathum Thani Province, Amphoe Bang Nam Priao and Amphoe Mueang Chachoengsao of Chachoengsao province, Lat Krabang, Min Buri district and Khlong Sam Wa district of Bangkok. It is the biggest and the least populated district of Bangkok.

The district was established, as an amphoe, in 1897 during the reign of King Chulalongkorn. The original settlers were muslims relocated from southern Thailand. In 1902 it became an amphoe of the newly set up Min Buri province. Due to economic hardship during 1930-31, Min Buri province was disbanded in 1931 and Nong Chok was transferred to Chachoengsao province. However, the administration was moved under Bangkok the next year due to inconvenience of travel between Nong Chok and Chachoengsao. Today about 75% of the population are muslims while 22% are Buddhists. The name Nong Chok means water lettuce swamp.

Agriculture was and remains the most important part of Nong Chok economy. Rice, vegetables, fruits and livestock are main products. It is famous for its gamecocks and birdcages. Lots of canals were dug for irrigation and transportation.

The district is sub-divided into eight sub-districts (khwaeng) including Krathum Rai; Nong Chok; Khlong Sip; Khlong Sip Song; Khok Faet; Khu Fang Nuea; Lam Phak Chi; and Lam Toiting.

Cooperative Promotion Department (CPD) has promoted to amalgamation of 25 credit cooperatives into one cooperative, namely, Nong Chok Agricultural Cooperative Limited on 1st August 1969. At present, the cooperative has got 1,893 individual members (823 men and 1,070 women) and 11 staff (6 men and 5 women). The name of the Chairman is Mr. Pramote Sman-lem and General Manager is Mr. Suthep Suebjaroen.

The main business activities of the cooperative are: saving business; credit business; agricultural products supply and marketing; coop store; and processing business.

Kratum Rai Women Group

Kratum Rai Women Group was formed on 13th September 2005. Mrs. Sarapee Buaget who is one of the board members of Nong Chok Agricultural Cooperative Limited is the Chairperson of this Group. The main activities of the Group are to promote community wisdom by making use of local raw materials for processing products.

Cooperative Promotion Department (CPD) and Nong Chok Agricultural Cooperative Limited strongly supported this Group. CPD has provided subsidized financial support to construct processing house located at the house of Mrs. Sarapee Buaget. Nong Chok Agricultural Cooperative Limited assists and supports to provide market activities for products of the group as well as order snakes, herb juice, and other products of the Group.

The Group is also planning to use branding of "coop" promoted by CLT. CLT will invite the Chairperson of the Group to discuss and learn more about business planning and promotion of the processing products of the Group.

Bangplee Agricultural Cooperative Limited

Samutprakarn Province widely known as "Muang Pak Nam" is located at mouth of the Chao Praya River, north to the Gulf of Thailand and twenty-five kilometers from Bangkok. The whole area covers 1,004 square kilometers of alluvial plain, crisscrossed by canal, causing some areas to be flooded. The water in these canals is briny in the dry season. Most of the area is covered with paddy fields and orchards, with groves of Samae, prong, the mangrove and nipa palms. Well known goods from this province are "Khano Chak" or sweetened sticky rice wrapped by nipa palm leaves and dried gourami.

Samutprakarn province was founded during the Ayutthaya Period. The administrative center of the old community, known as "Muang Prapadaeng", was in an area currently the location of Prapadaeng District. It was a sea port for foreign merchandise ships that traded with Thailand.

Along the coast, forts, town moats and town-walls were constructed as a stronghold against hostile forces. During the Thonburi Period, King Tak Sin ordered dismantlement of the town-walls. In the Ratanakosin Period, King Rama II was afraid that this town might have been used by the enemy as a route to transport their troops and supplies. The King thus had Muang Samutprakarn constructed in Tambon Pak Nam in 1819. The construction was completed in three years, with six forts being built on both sides of the Chao Phraya River. Only three could be finished in this reign - Prakaisit Fort, Nagaraj Fort and Phi Sua Samut Fort. King Rama II visited the site of construction several times. By the royal command, a chedi, by the name of "Phra Samut Chedi," was erected on an island in the middle of the Chao Phraya River.

Unfortunately, the King passed away before the completion of the whole new town, leaving the construction to be resumed and completed in the reign of King Rama III, with three more forts to be added - Tri Petch Fort, Kongkapun Fort and Sua Sonlep Fort. King Rama V Pra Samut Chedi renovated the height of the chedi being elevated, and one more fort by the coast being built, named "Phra Chulachomklao Fort". At present, only Phi Sua Smut Fort and Phra Chilachomklao Fort remain in good condition whereas others are dilapidated.

The administration of Samutprakarn Province is divided into five districts. They are: Muang Samutprakarn, Bang Plee, Phra Pradaeng, Bang Boh, and Phra Samut Chedi District.

There is a total of 6 Amphur (districts) and Bangplee is one of the districts in Smutprakarn Province located around 30 km from Bangkok city. The main International Airport, Suvarnabhumi International Airport is also located in this province. The total land area is 1,004 sq. km; one side is opened to the Gulf of Thailand and other side is connected to Bangkok Capital City as well as industrial zones.

Bangplee Agricultural Cooperative Limited is an agricultural primary district level coop, covered two districts namely, Bangplee and Bang Sao Thong Districts. It was established under Cooperative Act of 15th November 1971 and on 3rd January 1978, the cooperative has amalgamated with Bang Chalong Rice Trading Cooperative Limited.

The cooperative has got 634 individual members; 12 board of directors (7 male and 5 female); 5 (3 male and 2 female) permanent staff. The business activities of the cooperative as on 30th October 2014 are as follows: share capital-US\$ 275,067; business turnover-US\$ 1,106,334; and loan provided to members-US\$ 833,334. The main business activities of the cooperative are rice trading and marketing of members' products. The cooperative made a profit of 1 million Baht in 2015.

Boonsri's Thai Sweets Occupation Women Group

Boonsri's Thai Sweet Occupation Women Group is one of the most outstanding woman groups of Bangplee Agricultural Cooperative Limited. The group was formed in 2006 by Mrs. Boonsri Bhummalee, the group leader of cooperative member. The location of the group is Bangplee Old Town Market. There are 15 members in the group (12 women and 3 men). The group has been supported by both local government office and by the Bangplee Agricultural Cooperative Limited. The Bangplee Agricultural Cooperative Limited provided 60,000 Baht as subsidy to construct the shop-cum-factory in 2006. The Cooperative Promotion Department (CPD) provided a subsidy of 40,000 Baht at the initial stage. The daily sale of the group is 10,000 Baht. A variety of sweets are prepared by this Group. Pantan leaf is used to get colour for the sweets. Rice powder is procured from the private trader. Some members make the sweets at their homes and bring the produce to the shop and some members are working at the shop. The members working at the shop are paid 300 Baht every day.

Location of the group

103 Moo 10, Bangplee Yai Old Town Market,
Amphur Bangplee, Samutprakarn Province

Important Features of Boonsri's Thai Sweet Occupation Group
Established: 2006

Number of Members: 13

Main Products: Thai Sweet Branded Boonsri's Thai Sweet

Contact address:

Bangplee Agricultural Co-operative Ltd.
87/1 Moo 8 Tambon Bangplee Yai
Amphur Bangplee
Samutprakarm Province-10500, Thailand.

Banphaeo Agricultural Cooperative Limited

Banphaeo is a district (Amphoe) in the northern part of Samutsakorn Province, central part of Thailand. In the past the area of the district was covered with deep forest. Hunters who travelled to hunt wild animals there always lost the way, so they agreed to make meeting points by using Phaeo flags. When people established a new village, they named their village Ban Phaeo. It was controlled by Sam Phran district. Later when the village grew bigger it became a Tambon. In 1925 the government split Tambon Rong Khe, Lak Sam from Ban Bo district and merged it with Tambon Ban Phaeo to form the Ban Phaeo district. The new district was assigned to Samut Sakhon province. Neighboring districts are (from the north clockwise) Sam Phran district of Nakhon Pathom Province, Krathum Baen and Mueang Samutsakorn of Samutsakorn Province, Mueang Samutsongkram of Samutsongkram Province, Damnoen Saduak and Bang Phae of Ratchaburi Province. The district is subdivided into 12 sub districts (tampon), which are further subdivided into 97 villages (muban). There are three townships (thesaban tampon) - Ban Phaeo, Kaset Phatthana and Lak Ha. The non-municipal area is administrated by 7 Tambon Administrative Organizations (TAO).

The Banphaeo Agricultural Cooperative Limited was formally established in 1974 with 621 members with a share capital of Baht 130,000. Farmer-members in the area grow coconut, especially young coconut to meet the needs of the people of Bangkok. The marketing was done through middlemen. Initially there were 12 small groups which were doing the business on their own, but the Cooperative Promotion Department (CPD) grouped them into a cooperative to do the business on a collective basis.

At present there are 3,468 household members out of which there are 1,248 women members. Though the area is fit for cultivating paddy, the current preferred products are: coconut, banana, star fruit, red apple, guava, vegetables and fisheries.

The main business activities of the cooperative are: farm credit (short and medium term); purchasing and supplies (fertilizer and farm chemicals including saplings); savings (short term deposits and fixed deposits), drinking water (processing, bottling and its distribution to nearby factories, tourists, households in the area including some areas in Bangkok).

While the membership remained almost static, there has been a marked improvement in members' share (Baht 69.858 million in 2015). The net profit for 2016 was 10.536 million Baht while it was 7.089 million Baht for 2015. The profit earned by the cooperative is tax-free (as is the case with all cooperatives in Thailand).

The cooperative employs 25 fulltime personnel (male 16 and female 9). Elections are held every two years. The cooperative sources loan from the Bank for Agriculture and Agricultural Cooperatives-BAAC (a government financial institution).

Some of the facilities of the cooperative are: Own office building with proper infrastructure, gas station, water treatment plant and cold storage, warehouse and transport vehicles.

Role of Supporting Agencies:

- *The Cooperative Promotion Department (CPD) is the prime-mover in strengthening the cooperative and its activities. Some of the services of the CPD are: management support, advice, training and education, linkages with government private enterprises, financial assistance by way of easy loans and grants, identifying women members who are willing to undertake business activities under OTOP or under any other program.*
- *The Cooperative Audit Department (CAD): Timely conduct of yearly audit, monthly/half yearly regular inspection and guidance visits.*
- *Cooperative League of Thailand (CLT): Board/staff training, cooperative member education program; distribution of information material, sponsoring participants to national and international meetings; arranging visits of foreigners to cooperatives and support to women members to undertake OTOP activities.*

Some of the problem areas of the cooperative are: disbursement of credit and management of defaults (almost 76%). No loans are given to the defaulters which mean some members get disappointed with the services of the cooperative.

Baan Kaset Pattana Herbal Juice Processing Group

The group was promoted by the Ban Phaeo Agricultural Cooperative Limited under the leadership of Ms. Somsri, a member of the cooperative. The group was established in 1997 with 50 members and the support of the CPD. The initial share capital was Baht 40,000 (out of which Baht 30,000 was contributed by the CPD) with every member holding two shares of Baht 100 each. The current share capital is Baht 500,000.

The area is known for the cultivation of aloe vera. There was a factory which used to procure the herb from the farmers and process it. When the factory closed, the farmers lost interest and through the motivation and guidance provided by the agricultural cooperative and the CPD, the farmers gathered together to process the herb by themselves. Ms. Somsri provided the much-needed support and guidance and formed a group of women to organize a processing facility.

The group started gathering the herb from the members and processing it in a scientific manner and produced a variety of products for distribution. Some of the major products of the group are: aloe vera juices and a range of health drinks including concentrates. It also undertook collection and production of artificial flowers and okra red flower. Major consumers of the products are local hospitals, community of the area and for exports. The marketing is done through a business agency which is exporting the products to various ASEAN countries (especially Cambodia and Vietnam).

Another major business activity is credit – it serves as a bank to the local community. Purchasing business includes: raw material, sugar, bottles, labels, etc.

While the membership remained constant over the last three years, the members share increased to Baht 50,000 in 2013 from Baht 10,000 in 2011. The turnover in 2013 was Baht 4 million. Profits earned are tax-exempted, as is the case with all women group business activities in Thailand. The members of the group are paid Baht 220 per day for their work.

Role of Supporting Agencies: Several agencies provide support to local initiatives.

- *CPD and Kasetsarat University (Agriculture University) provide technical guidance and financial support;*
- *Agricultural Cooperative provide guidance, market place and linkages; and*
- *CLT support the group through the agricultural cooperatives and provide education and training.*

Some of the problems of the group are: marketing of juices; expansion of business; maintaining the quality of products (it must be monitored constantly not only by the group but by government health and food departments).

The sales turnover for 2016 was 54 million Baht; net profit 14 million Baht; and total assets 495 million Baht. The cooperative has got many awards from CPD, Province, etc.

SECTION-IV

Inauguration of Part-II of the Training Course in Japan

The inaugural session of Part-II of the Training Course was held in the forenoon of 30th July 2018 in the Conference Hall of IDACA. Mr. Takayoshi Kondo, Deputy Director, Overseas Investment and Cooperation Division, International Affairs Department, Ministry of Agriculture, Forestry and Fisheries (MAFF); Mr. Masahiro Konno, Executive Director of the Institute for Development of Agricultural Cooperation in Asia (IDACA); and Mr. K. Sethu Madhavan, Advisor-Planning & Membership, ICA-Asia and Pacific addressed the inaugural session. Mr. Kyohei Sugaya, Officer in charge of ICA-Japan Project at the Ministry of Agriculture and Forestry (MAFF) also attended the opening ceremony. Mr. Hajime Yaguchi, Advisor; Mr. Suzuki, General Manager; Mr. Toru Nakashima, Manager (Training and Development Department); Mr. Yukio Abe, Cooperative Development Consultant; Mr. Hiroshi Terunuma, Cooperative Development Consultant and other officers of IDACA were also present.

Welcoming the dignitaries, **Mr. Sethu Madhavan** congratulated the participants for successfully completing the Part-I of the training course in Thailand and for attending the Part-II of the training course in Japan. He conveyed the sincere gratitude of the ICA to Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan, for their valuable financial support for the development of women's activities in Asia. He mentioned about the longstanding collaboration between ICA and IDACA and thanked IDACA for shouldering the responsibility of conducting the part-II of the program in Japan by offering its facilities and resources. He also spoke about the ICA and the European Union (EU) Project.

In his brief inaugural speech, **Mr. Kondo** welcomed the seven participants of the training course from seven countries (India, Laos, Myanmar, Nepal, Philippines, Thailand and Vietnam) to Japan and extended a warm welcome on behalf of MAFF. He hoped that this training course would build long lasting and good relationship between participating countries and Japan.

He said that "gender equality is a fundamental factor for the socio-economic well-being of all. It is particularly important in terms of improvement of global economy and social development. In the situation that the working population of Japan is continuously decreasing, it is required to increase the number of women who engage in various fields of our society. Five years ago, MAFF has been implementing the project supporting young women who engage in agriculture. They are often called 'Nogyo Joshi' in Japanese. Nogyo means agriculture and Joshi means woman. The project is aimed to increase the presence of female farmers in society and the number of young women who choose agriculture as their job by collaborating various companies and organizations related to not only agriculture sector but also various sectors and dispatching information on young women's activity in agriculture from various angles.

We think you will agree that rural women's roles are of vital importance. They not only contribute to the world food supply in a safe and sustainable way, but also promoting actual development, building peaceful and socially cohesive communities. On the other hand, rural women face number of difficulties, especially in developing countries. For instance, they have limited or no access to natural, infrastructural, technical and financial resources due to both cultural and legal constraints."

He requested the participants to take care of their health during their stay in Japan because of much difference in climate and social conditions from their respective countries. He also expressed appreciation to ICA-AP and IDACA for their strenuous efforts in the implementation of the training course.

Opening of the Training Course at IDACA, Japan



Welcome party at IDACA



Presentation of Country Papers by the Participants



Mr. Konno extended a warm welcome to all the participants to Japan on behalf of IDACA. He extended his sincere appreciation to Mr. Sethu Madhavan of ICA-AP for successfully handling the training course. He further said that the women's training course was started in 1991 and going on for the last 27 years with the financial support of MAFF and expressed his gratitude to the MAFF's support for many years. From 2017 onwards a newly developed training course started with emphasis on "Empowering Women in Business and Management of Agricultural Cooperatives".

He further said "As you know, the objective of this training course is to build capacity of rural women leaders for the promotion of more organized business activities in Asian countries. In Japan the role of women in rural area is very important and plays an indispensable role in business activities and organizational management of agricultural cooperatives. I hope, that you will learn Japanese experience through lectures and field study visits and find hints for assisting capacity building of rural women in your country."

He said that during the stay of the participants at IDACA, there would be an exchange of experience and knowledge. He hoped that the participants would enjoy the life and a comfortable and memorable stay at IDACA.

SECTION-V

Lectures at IDACA

The following lectures were delivered by the resource persons at IDACA in Tokyo during the training course. This is a summary of the contents of their presentations.

Society and Culture in Japan

by Ms. Hiroko Tayama, Coordinator, IDACA

Under this topic, the resource person explained about the basic information of Japan. She covered the following subjects – geographical features and climate; characteristics of the climate; impact of climate of Japanese lives; food in Japan; typical Japanese cuisine; clothing; Japanese house; prefectures; regions and cities (47 prefectures and 8 regions); population; factors affecting low birth rates; features of Japanese society; Japanese economy; main industry in Japan; agriculture in Japan; education system in Japan; people in Japan; characteristics of Japanese; why Japan has many earthquake; and some useful Japanese phrases.

Introduction of Agriculture and Agricultural Cooperatives (JA) in Japan

by Mr. Yukio Abe, Cooperative Development Consultant, IDACA

Under this topic, the resource person explained about the different stages of development of agricultural cooperatives in Japan. He covered the following subjects – implementation of land reform after the world war-II; history of cooperatives in Japan (origin of cooperatives: establishment and development of industrial cooperatives in Meiji era, and establishment of agricultural cooperatives); hardships in the life of farmer until 1960s; scenes of poverty stricken rural Japan in 1950s and 1960s; development of agricultural mechanisation due to lack of man power caused by aging of farmers; hi-tech is a key for the future survival of Japan's agriculture; overall agricultural production outputs in Japan (8 trillion yen); cooperating agencies (such as R and D center, extension centre, crop insurance office, farmers' academy, agriculture committee, etc.); extension worker's appropriate attitude; farm guidance by JA farm advisor; differences between agricultural extension worker and JA farm advisor; better living activities; two types of agricultural cooperatives in Japan, such as multipurpose and single purpose; outline and activities of JA group (646 JAs in 2018); organizational structure of JA group (national-1, prefecture-47 and primary-646); JA is adopting multipurpose agricultural cooperative system; lobbying activity in Japan and abroad; salient features of JA; members supporting groups for JA; farmers cantering on regular members constitute the backbone of JA; roles of farm guidance in introducing new commodities and exploiting market channels; flow of distribution of vegetables and fruits through JA group; JA's marketing is closely linked with farm guidance, credit service, purchase of production inputs, joint use of facilities and processing facilities; diversified new marketing outlets; supply business (production inputs and consumer goods); mutual insurance business; members and users feedbacks; and what makes Japan's agricultural cooperatives tick. He also gave an account of salient features and some relevant reasons for the fast development of agricultural cooperatives and agriculture in Japan and the problems being faced by agricultural cooperatives now, that is reform of JA group is being called for.

Outline of JA Women's Association

by Ms. Eiko Oshita, Coordinator, IDACA

The resource person explained the history and objectives of the JA Women's Association which were: (a) Cooperate with each other to protect women's rights and improve their social and economic status of rural women; (b) Promote greater participation and involvement of women in JA's activities so as to reflect the voices of women; (c) Introduction of numerical targets for realization of regular members, general representatives and woman board members in JA; and (d) Create comfortable local

Lectures at IDACA, Japan



Field Study Visits in Japan



communities with affluence, keep close contact with each other and promote mutual help through cooperative activities involving women. She also covered the following subjects – background of establishment of women’s association; main activities in early years; changes in the number of individual members (3.44 million in 1958 and about 600,000 in June 2015); trend of activity theme along with the long history and the time; organization and current activities of JA women’s association; organizational structure (national council-1, prefectural council-46 and primary level-600); platform of JA women’s association; 5 principles of JA women’s association; current activities (entrepreneur activities, activities to promote regional agriculture, activities to improve skills, activities to protect environment, activities contributing to the local community); problems of JA women’s association (aging and declining of members, unattractive activities, less participation in the management of JA, and lack of PR activity and collaboration with other organizations; and changes in the way of thinking of rural women.

Better Living Activities

by Ms. Tetsu Takahashi, former Director, JA Iwate Hanamaki.

Under this topic, the resource person explained her experiences while working with JA Iwate Hanamaki Agricultural Cooperative and community leaders’ development project in Thailand (4 years). She covered the following subjects – outline of multipurpose agricultural cooperatives; business activities of JA (purchasing, marketing, credit, mutual insurance, welfare activities, and guidance activities); definition, organization, guidance and support organization, and target people of better living activities; fostering of women’s organization; situation of health care activities being implemented by JA; welfare activities for the elderly; direct sales activities (food and agriculture); and importance of better living activities.

Assertive Communication Skills and Techniques

by Ms. Shiom Morita, Executive Director, Assertive Japan

Under this topic, the resource person explained about the usefulness of the assertiveness. She said assertiveness is a behaviour which helps us to communicate clearly and confidently our needs, wants and feelings to other people without abusing in any way their human rights. Assertiveness consists of three parts – what we communicate; how we communicate; and on which basis we communicate. She said that there are five basic assertiveness techniques – be specific (avoid generalisation); keep to the point (broken record); self-disclosure (say how you feel); understand the other person’s feelings; and offer a compromise (try to find the best solution). She also said that one should be aware of your body language (verbal, vocal, visual). She also said that there are 12 rights mentioned in the book “A Woman in Your Own Right” written by Anne Dickson in 1980. Interesting and useful role plays were also performed by the participants at the end.

She further said that needs for assertive training are gaining a momentum in Japan as well more than ever due to the mounting stresses caused by the globalization problems.

Leadership – Role of Leaders and Importance of Communication

by Mr. Yoshiaki Ogane, Founder Editor, Ie-No-Hikari Association and Writer

Under this topic, the resource person explained “Why do we need Agricultural Cooperatives Today” - Human resource development for creating core leaders who should shoulder the promotion of cooperative movement utilizing the following anecdote: heaven and hell – it lays in the mind of beholders; operation of public bus; from bicycle to 4 WD and to multi-carriage train; from the wisdom of ancient wooden temples in Japan; learn from Japanese fairy tale – momotaro (peach boy); story of iceberg; learn from migratory birds flying in a formation; and characteristic features of good coops and bad coops.

SECTION-VI

Field Study Visits in Japan

During Part-II of the Training Course in Japan, study visits were arranged in Yamanashi Prefecture (3rd August), Kanagawa Prefecture (6th August), and Nagano Prefecture (7-8 August) to get them acquainted with the organizational structure and business activities of prefectural and primary level agricultural cooperatives, and to observe the organization and functioning of women's associations. The participants visited the following institutions during their study visits.

Yamanashi Prefecture

Mr. Saito's Orchard

Around 2005 Mr. Saito's wife started helping her in-law's orchard. In 2012 Mr. Saito's parents passed away. Mr. Saito got involved in the management of this orchard since 2011, after his retirement from JA ZEN-NOH. Mr. Saito has got a total cultivated land area of 9,143 square meters in Minami Alps city in Yamanashi prefecture.

The soil contains many rocks which are unsuitable for paddy fields; hence fruits production (peaches, grapes, Japanese plums, cherries, persimmons, etc.) is popular in this area. Blessed with advantageous location nearby Tokyo, there are many tourist farms. Since the farm lands got dried very easily, many farmers have introduced irrigation system using sprinklers in the last 50 years.

Mr. Saito markets his produce to JA Minami-Alps City (65%), Roadside Station (20%) and direct delivery to customers (15%). The total sales turnover for 2014 was 2.6 million yen. The normal life of trees of cherry, plum and persimmons is 15 to 20 years.

Basic information for fruits cultivation: Fruits in large size with high sugar content are considered to have high commercial value in Japan, hence thinning is necessary. For irrigation sprinklers are used. To accelerate the coloration of fruits, lighting sheets are placed under the trees. As for peaches, only the ones harvested on the day of shipment can be sold. As for Japanese plums and cherries, packing is done at Mr. Saito's house and he himself brings them to JA's grading centre next day morning. Over ripeness extremely deducts commercial value of fruits. To prevent rain from making cracks on the skin of cherries, tents are required for cherry production. The cherry trees are covered with nets, to protect the fruits to be eaten by birds. There is also a possibility of cherry trees to get weary and become withered due to too many fruits on their branches.

Farm Guidance System of JA Minami-Alps City: Among 380 employees of the JA, 20 farm advisors are stationed for this system. Pest control guidance starts in February and farm guidance by commodities such as, pruning and quality improvement are provided every year. Guidance to check quality of standards of each variety is conducted during their shipping. Whenever fertilizers or agro-chemicals are used in fields, JA will give announcements and send e-mails to arouse attention. Consultation and guidance services on telephone called "Farm Management Dial 100 Service" are available for farmers.

Grading Center of JA Minami-Alps City

The JA Minami-Alps City has got four grading centers. The Nishino grading center for peaches, grapes, persimmon and cherry was one of them. This grading center started the operation in 1988. The cost of the grading center was subsidized by the national government, prefectural government and the JA equally. The farmers bring their produce directly to the grading center. The peaches are graded by the sensor detecting four

points - size, sugar content, colour and maturity. The grading center operates during the whole year. The season of peaches lasts only for four months in a year. Other times it is used for grapes, persimmon and cherry. The grading center works as per the requirements. During the peak season, it operates for 20 hours in a day. Near the grading center there is a branch office of JA and a petrol station run by JA.

Kanagawa Prefecture

Kanagawa is a relatively small Prefecture located at the south-eastern corner of Kanto region. The capital of the prefecture is Yokohama. Kanagawa prefecture is part of the Greater Tokyo Area. Kanagawa prefecture is home to Kamakura and Hakone, two highly popular side trip destinations from Tokyo. The total land area of the prefecture is 2,416.04 square kilometers (43rd rank). The total population as of September 2014 was 9,098,984 (2nd rank) and the density is 3,770 persons per square kilometer. The prefecture has got 19 cities, 6 districts and 33 municipalities. As of 1st April 2012, 23% of the total land area of the Prefecture was designated as natural parks. Kanagawa's transport network is heavily intertwined with that of Tokyo. Shin-Yokohama and Odawara stations on the Tokaido Shinkansen are in the prefecture, providing high-speed rail service to Tokyo, Nagoya, Osaka and other major cities.

What is JA?

JA is an abbreviation for Japan Agricultural Cooperatives and used from 1992 as the common logo for the symbol image of new agricultural cooperatives. JA is organized mainly by the farmers who engage in agricultural production in most of the areas in Japan. There are 652 JAs in Japan as of 1st April 2017.

JA is an agricultural cooperative and was established to help support farm management and home life of member farmers, thereby it aims at creating a better local community based on the spirit of "mutual help" which means to work together and help each other.

To achieve this, JA provides member farmers advice on farm management, technology and better living. JA also conduct a joint purchasing activity to buy materials for production and consumption, a joint marketing activity as well as establishment of joint use facilities for farm production and consumer's life. Moreover, other various businesses and activities are carried out such as credit business for savings and loans, mutual insurance business to secure life of members including traffic accidents and miscellaneous disasters, etc. In addition to these, activities to deepen the relationship with community such as welfare activities for the elderly and assistance for farming experience activity for school kids are also implemented nowadays. The reason why farmers assemble, organizes JA, and use business and activities is because by working together with other farmers, they can obtain full economic and cultural benefits which are not possible to achieve individually.

JA Group in Kanagawa Prefecture

There are 13 multipurpose JAs, 1 single purpose JA and 6 prefectural federations in Kanagawa prefecture. Individual JAs are independent as business entities, but they act by joining hands and cooperating with each other. It is generally called as 'JA Group Kanagawa'. The individual membership is 349,000 persons as of March 2015.

JA Kanagawa Prefectural Union

JA Kanagawa Prefectural Union was established on 1st October 1954 based on Agricultural Cooperative Law for sound development of member organizations such as primary agricultural cooperatives (JAs) and federations which are the members of JA Group Kanagawa. As a representative coordinating body of JA Group Kanagawa, JA Kanagawa Prefectural Union performs various activities such as support for management, organization and business, auditing and education. Moreover, it places values in the linkage between agriculture, people and community and functions as a

representative of JA Group Kanagawa in the field of agricultural policy representation activity. The Union has got a total of 80 employees (64 regular and 16 part-timers).

The main business activities of the JA are as follows:

Farm guidance: JA conducts various activities, but guidance activity such as farm guidance, better living guidance, education, etc. is a symbolic activity of JA for improving farm management of members and disseminating information for betterment of life and providing education and training. Guidance activity is one of the services for the members, and it leads to deepen understanding and support for JA members.

Marketing business: JA collects agriculture and livestock products produced by members and sells them to the market. Recently, several JAs which promote marketing business through the direct sales shop run by JA, has been increasing. It is getting one of the important businesses for JA as it can contribute to increase of members' income by selling their products profitably.

Purchasing business: Providing good quality materials to members at reasonable prices is the main objective. Under this business, JA provides production materials (fertilizer, farm machinery, feed-stuff, etc.) and consumer goods (rice, foods, etc.) which are needed by members.

Credit business: Providing financial services to members as JA Bank. JA provides financial services such as saving business, loans as per members' needs for farm management and daily life, exchange such as remittance, securities business, etc.

Mutual insurance business: JA provides members and users both life insurance and non-life insurance. For life insurance, JA supports member's life with whole life insurance and medical insurance to prepare for disease and injury. For the building endowment insurance, JA guarantees building and household belongings from fire and natural disasters such as earthquake. For the automobile insurance to prepare traffic accidents that is required by law. In addition to the above, JA actively works on various activities that contribute to the community such as preventive measures for traffic accidents and health promotion activity.

Welfare activity: In rural areas, there were not enough medical facilities compared to urban areas. There are also accidents that are likely to occur during busy farming works caused by operation of machineries. Also, JA provides health check-up and health guidance to members and residents of the community as "welfare activity" at low prices. In addition, it implements businesses such as visiting nursing care, day care, nursing care at home, run of nursing care facility for the aged, etc.

Scope of Business Activities of Prefectural Union

The Union has got 7 departments, 2 offices, 1 station and 1 consultation office which are as follows.

General Affairs Department: Conducts management of personnel and labour, budget control, education for employees and administrative service.

Department for Measures for JA Reform: Supports for the reform of JA and planning of guideline for mid-term activity of JA group in Kanagawa prefecture as well as planning of basic policy related to members are the main activities of this department.

Management Consultation Department: Gives consultation on legal services, tax matters, labour relations and accounting of JA. It supports activities for strengthening of inner management system as well as promotion of management control.

Audit Department: As a national auditing organization, this department engages in auditing of financial statements of each JA. Besides, activities to improve the quality of auditing by auditors and inner auditors are also carried out.

Agricultural Policy and Regional Affairs Department: Activities of agricultural policy such as making proposals to national and prefectural governments for the development

of agriculture, dissemination and utilization of agricultural policy and promotion of agriculture to consumers are conducted.

Farm Guidance and Planning Department: Earlier this was under agricultural policy and regional affairs department. Now this activity is taken over from it and a separate department was created. The main purpose of this department is enrichment and strengthening of functions of farm guidance activities and support for the better living activities performed by JA.

Education Department: Trainings for the officials and employees of JA Group in Kanagawa prefecture, support for the education activities conducted by JAs for their officials and employees are implemented at the education center located in Hiratsuka city.

The education center of JA group in Kanagawa prefecture was established in 1969 and provides education activities to members, officials and employees of JAs and its officials and employees. It has a large hall, training rooms, a dining room, an athletic ground (baseball field) and dormitory facilities.

Executive Office: Serves as a common department of union and federations, secretary of chairperson and vice chairpersons, administrative activities for general meeting of union and federations as well as meeting of board of directors.

Audit Office: Serves as a common office of union and federations, audit office engages in auditing of each organization and administrative activity related to auditing.

Public Relations Station: Engages in public relations activities to members and local citizens of Kanagawa, such as provision of programs to the TVK and FM Yokohama and provision of local news to the Japan Agricultural News Affiliated Company run by JA groups.

JA Bank Consulting Office: Receives complaints and gives consultations regarding the business of JA, especially credit business to users and gives relevant guidance to JA to help solve the problems.

Kanagawa Prefectural Council of JA Women's Associations

The establishment of women's associations started since 1948 in Japan. Its main objective during 1960-1970 was to improve the living standards of rural women. It can be said that the relationship between JA and the Women's Association is complementary to each other.

There are 13 JAs in Kanagawa Prefecture and 11 of them have got JA Women's Association (JAWA). They form the prefectural council of JAWA. The Council was established based on cooperation of each woman's association with the purpose of protecting women's rights, improving their socio-economic status, and creating a comfortable local community with good rapport and mutual aid through cooperative activities. It is a prefectural level organization made up of 11 JA women's associations in the prefecture with 13,514 members as of 31st March 2017.

Members of each woman's association consist of housewives of JA member households and residents in the community. The main roles of the organization are enlightenment and consultation for solidarity and interchange among JA women's associations. On top of this, it plays a very important role in helping strengthen the business and operation of JAs.

The prefectural council of JAWA aims at maintaining communication among members, improving education and culture of rural women, and building bright rural communities through the promotion of agricultural cooperative movement.

Each woman's association conducts various group activities such as education on food and agriculture; agricultural products processing; direct sales shop; joint purchasing and cultural activities.

Apart from routine activities, such activities as the campaign for local production for local consumption; better living and mutual help activities; tackling on revitalization of the organizations; and greater involvement and participation of women in JA's management are conducted by the association.

One of the greatest concerns for the Association is the progress of ageing of its members. Therefore, it has established a special group (young ladies' group) to attract new members below 45 years.

Nagano Prefecture

Nagano prefecture is in the Chubu region of the Honshu island of Japan. The capital of the Prefecture is Nagano. Nagano has impressive highland areas, including most of the Kita-Alps and Minami-Aips, which extend into the neighboring prefectures. Due to the abundance of mountain ranges in this area, the land available for inhabitation is relatively limited. In addition to its natural scenic beauty and rich history, Nagano was host to the 1998 winter Olympics, which gained the prefecture international recognition as a world-class winter sport destination, and a Shinkansen line to Tokyo.

The total land area of the Prefecture is 13,561.56 square kilometers (4th rank). The total population as of April 2018 was 2,065,168 and the density is 158.14 persons per square kilometer. The prefecture has got 19 cities, 14 districts, 23 towns and 35 villages.

Nagano is an inland prefecture and it borders more prefectures than any other in Japan. Nagano contains the point further from the sea in the whole of Japan – this point lies within the city of Saku. The province's mountains have made it relatively isolated, and many visitors come to Nagano for its mountain resorts and hot springs. Nine of the 12 highest mountains in Japan can be found in Nagano and one of its lakes, Lake Kizaki, is a beach resort popular for its water attractions and games. As of 1st April 2014, 21% of the total land area of the prefecture was designated as natural parks. The lifespan in Nagano prefecture is the longest nation-wide with the average life expectancy of 87.18 years for women and 80.88 years for men.

Agriculture in Nagano Prefecture

Nagano has an inland climate with a large temperature difference within a year and a day. Due to the large distance from north to south and a large difference in altitudes, the climate in Nagano is very different from area to area, including the average temperature, precipitation and hours of sunlight. Cultivated lands lie between 260m and 1,500m above sea level, with about 50% of them lies on slopes. 80% of farm products are produced at 500m above sea level or higher. Long daylight hours, warm days and cool evenings help farm products breathe with less energy, which increases the amount of nutrients in products. This is one of the reasons for Nagano's delicious farm products.

Taking advantage of its unique climate and geographical conditions, diversified agriculture is carried out in Nagano, including horticulture, rice, buckwheat and livestock. Horticulture includes more than 100 items in the market, such as vegetables, fruits, flowers and mushrooms, accounting for about 70% of the agricultural outputs. Nagano is blessed with rich local resources. Highly advanced technologies held by farmers, and development and dissemination of new varieties and technologies promote highly profitable agriculture in Nagano. Productivity per area cultivated land under management is much higher than the national average. A wide variety of fruits are produced in Nagano, including apples, grapes, pears and peaches, as well as prunes, apricots and blueberries. Its fruit production is one of the largest in Japan. The total turnover of agriculture and livestock products for 2014 was 281.8 billion yen.

Safe, secure and value-added livestock farming is thriving in Nagano under rich climate and natural features. They promote livestock products with special attention by developing Nagano's original varieties and establishing original standards for good tastes. The main livestock products are dairy, beef, pork and poultry.

JA Group in Nagano Prefecture

Blessed with rich nature, Nagano prefecture is well-known as one of the leading production areas of agricultural products in Japan. There are many people who are deeply involved in agriculture including farmers. Cooperatives aim to create an affluent society where people can live with a peace of mind by promoting local agriculture with those engaged in farming. JA group in Nagano prefecture consists of 20 JAs, federations, one union and other related organizations. JAs are community-based organizations, whereas federations and union play a role to help complement JAs. The main business activities of JAs are as follows.

- Farm guidance activity: Protect regional agriculture by providing guidance on agricultural techniques and management as well as fostering core farmers.
- Better living activity: Deliver consumer goods, run retail shops, handle petrol, conduct ceremonial business such as funeral services, etc.
- Marketing business: Collect the farm products produced by members and sell them to wholesale markets and retail shops.
- Purchasing business: Handle production materials and daily necessities for farming and living.
- Mutual insurance business: Provide 'general guarantee on people, house and automobile' to insure members and residents.
- Credit business: Receive savings from members and residents and give loans to them.
- Welfare activity: Manage hospitals and clinics, give guidance on physical exercise and health, provide in-home care support and nursing care services.

Long-term concept of JA in 2018: JA would not change its position as the cooperative that has its roots in the community and the fact that JA realizes members' wish no matter how community and economy change. JA group in Nagano has formulated a long-term plan setting 2018 as target year with the principle of JA's platform as an activity guideline. They will perform various activities and businesses in each area of Nagano to realize "members' wish and ideal community" which they envisage. The vision of JA group Nagano in 2018 aims to create a community where each of them can smile by developing food and agriculture.

Kamiina Agricultural Cooperative (JA Kamiina)

The operational area of JA Kamiina is composed of two cities, three towns and three villages, occupying the northern half of the Ina basin which has a population of about 190,000 with 66,000 households. The area is blessed with rich water sources. People reside in the areas between 480 to 1,200 meters altitude. It is characterized by inland climate with a large gap of hot and cold days which give rich taste to agricultural products. Due to less occurrence of pests and diseases, less chemical used cultivation is possible. Snowfall is generally low and the sunny days in winter is high with rich sunshine. By using the fertile soils and quality water from the river system, tasty rice production, vegetables, fruits, flowers and dairy farming are thriving.

The agricultural production value of the area is 23 billion yen, of which JA handles 14.5 billion yen. It boasts diversified production with 25 items, exceeding over 100 million yen sales turnover. Thus, it is established as a comprehensive key supply station for fruits and vegetables. Especially, production of Alstroemeria flower is ranked number one in Japan in 2017.

JA Kamiina is forging ahead a new cooperative movement after passing 21 years since the amalgamation of 5 JAs took place in June 1996. Since olden days, the area is known as active agricultural cooperative movement and the period of sericulture cooperative in

the Meiji Era, a spirit of cooperation of local people who are keen to find better solutions remain unchanged even today.

The population of the area is 184,000; number of households is 65,000 (average 2.8 person /household); and the arable land area is 9,344 ha (as of May 2018). The JA has got 30,636 members (regular-15,963 and associate-14,673) and 25,388 households. The equity capital of the JA is 20.28 billion yen. The board of directors consists of 32 officials (out of which 4 full-timers and 5 women) and 7 auditors (out of which 1 full-timer and 1 women). The JA has got a total of 897 employees (425 general, 59 farm advisors, 12 better living advisors, 34 assigned to other organizations, and 367 temporary workers). The JA has got 12 general branch offices, 7 branch offices, and 5 small branch offices.

The major business activities of the JA (as of May 2018) are as follows: savings-272 billion yen; loans-68.9 billion yen; long-term mutual insurance policy holdings-1,092 billion yen; marketing turnover-14 billion yen; supply turnover of production materials-6.2 billion yen; direct sales shop-870 million yen; supply turnover of consumer goods-4.3 billion yen; business profit-367 million yen; current earnings-730 million yen; and current surplus-314 million yen. Normally the JA pays 1% dividend to members every year.

The JA has got the following main facilities: main office-1; branch office-24; material distribution center-1; farm management center-10; better living center-1; farm machinery center-6; direct sales shop-4; A-coop store-5; consigned stores-2; convenience store-10; service stations (petrol)-16; gas center-3; travel center-1; loan center-1; nursing care service center-3; day care service center-1; day care service center for elderly and children-1; country elevator-7; rice center-1; vegetable grading center-3; fruits grading center-2; flower grading center-3; mushroom grading center-1; seed nursery center-2; mushroom bed and spawn center-2; and seeds center-1.

The JA Kamiina supports community infrastructure by collaborating with a convenience store (Family Mart). Earlier it was run by JA as an A-coop store but ended up business failure. After introducing the franchise business model in collaboration with Family Mart, it has been working well with operation of 24 hours. At present the JA has got 10 convenience stores which is operated in collaboration with Family Mart.

Ina City Agricultural Park (Miharashi Farm) is promoted by concentration of farmland for production activities in Miharashi Farm. Strawberry greenhouse 19 houses in about 2 ha, development of fruits production complexes and developed green tourism business for grape and asparagus. All farms are operated as incorporation by individual management.

JA Kamiina Women's Association

The JA Kamiina Women's Association was established in 1950 to improve social status of women as well as to ensure livelihood and health of residents as a fundamental organization for better living activity based on the agricultural cooperative movement. It consists of members of JA Kamiina and their families and women play a role as the main operator of this Association. One unit of activities is about 10 neighboring households and it is called livelihood group (Seikatsu-han). As of now, there are 577 livelihood groups under 12 branch offices of JA Kamiina and 3,706 persons belong to the groups. For the betterment of living and cooperative activities, activities such as 'living and cultural activity'; 'activity for making friends'; and 'health and welfare activity' are conducted. Group activities based on objectives and learning classes for women according to the age groups are also carried out beyond the community.

JA Kamiina College for middle aged group (Middle Ms. College): The Middle Ms. College was started in 2007 for those middle-aged women who finished rearing children and have time for herself besides working. The interesting curriculums geared to the needs of the age group are provided as a learning opportunity on a voluntary basis. This is the 12th term.

- Target of the college is members of JAWA ranging from 45 to 65 years old.
- Total of 10 classes are to be held in one term – starting from May and closes in February.
- Total number of participants in 2018 is 111 (north branch 24, central branch 51, south branch 36).
- Purpose of this program is to deepen the understanding of JA and to foster the core women in the next generation succeeding the current living group.

JA Kamiina Women's Association seasonal cooking class is one of the most popular classes in Ina branch. The lecturer is Ms. Satsuki Sakai, one of the leaders of cultural activity and a registered lecturer of JA. The cooking class is held on first Tuesday of every month. She offers recipes with locally produced seasonal vegetables. It serves as a place for exchange of information between participants.

Farm Machinery Division of JA Kamiina

The farm machinery division of JA Kamiina was started in 1992 and all costs were borne by the JA itself. The main objective of this division was to undertake farm machinery business to meet the needs of farmers, make suggestions, and give supports for farm mechanization enabling low costs and low labour inputs. They sell both new and used farm machineries. They also provide advice on technical guidance and prevention of accidents.

The repair and maintenance of farm machineries of JA are done at 2 farm machinery centers and 4 small scale centers. The farm machinery division has got a total of 35 staff who are qualified mechanics of farm machineries and they oversee selling and repair of farm machineries. This is the main farm machinery center where relevant guidance is given to each center.

Individual training/guidance at the field (when purchased) and training at local level are provided free of cost. The major contents of guidance are: methods to use farm machineries; maintenance, storage and management; enlightenment for prevention of farm accidents; and technical guidance on paddy farming, and others. The major farm machineries used in Japan for paddy farming are tilling tractor, paddling tractor, sewing seeds-transplantation, harvest-threshing, and others (rice mill, dryer, levee levelling machine and straw cutter).

Maintenance of farm machineries is necessary for longer durable life of farm machineries and cost reduction; reduction of running costs for use of farm machineries; and prevention of accidents by machine trouble. 6,000 yen for maintenance cost is charged from farmers. The annual turnover of the farm machinery division was 1.1 billion yen. The targeted profit for this year is 240 million yen.

Direct Sales Shop (Farmers' Market) – Aji-ina

With the aging of farmers progressing in the area, they are facing difficulty in undertaking joint marketing, bulk products demanded in the wholesale market. Thus, JA embarked on operation of direct sales shop (farmers' market) intended for the elderly farmers and farming women to help facilitate sale of even small volume of the products and comply with a wide variety. They bring the products to the shop and determine their prices by themselves, which is totally different from conventional sale of wholesale market system in which auction system is practiced.

The main purpose of establishing the direct sales shop (farmers' market) is: (a) to promote mutual friendship between producers and consumers; (b) to promote marketing of fresh and suitable agricultural products; and (c) to increase mutual benefits of producers and consumers.

The direct sales shop (farmers' market) under the operation of JA Kamiina (Aji-ina) was established in 2004. 50% subsidy for the establishment of the facility was provided by the government. Kamiina area, located in the upper stream of the river Tenryu, produces delicious farm products due to high altitude. Those popular and fresh produce are brought to the farmers' market by farmers in the area. 30 kinds of vegetables are handled in this shop.

The shop operates from 09:00 to 18:30 hours from April to October and 09:00 to 18:00 hours from November to March. It is closed on first Wednesday of every month, but open if it is a public holiday. Around 700 to 800 customers visit the shop in a day. The average sales per day is 1 million yen. Although 1,000 farmers are registered with the shop, only 200 to 300 farmers bring their produce on average daily.

In the shop farm products produced in various parts of Kamiina are brought in every day. As the Ina interchange is adjacent to the shop, people visit the shop all the way from distant places on weekends. It is worth observing a wide variety of products and excellence of quality. Not only local farm products, but also in small lots products that people can rarely find at supermarkets as well as wild plants on a peak season are available at the shop. Since Kamiina is one of the leading flower production areas in Japan, seasonal flowers unique to Kamiina is also available at the shop. Fourth Saturday and Sunday of every month is the day of agricultural and livestock products fair. During popular sales event people can purchase goods centering on local beefs, eggs and dairy products at special prices, though the volume of the products is limited. If the payment is made through JA card, a 5% discount is given to the customers.

Collaboration with 40 JA direct sales shops across the country: A good point of direct sales shop is that people can always get seasonal and locally produced fresh farm products at reasonable prices. However, seasonal products and local specialties differ according to areas. So, they are endeavoring to arrange unique specialty products in the shop and purchase farm products from other prefectures when they are running short of local farm products in tie-ups with JA direct sales shops all over Japan.

The farmer members bring their products in the early morning on their own and put stickers with bar code on them. Using bar code, JA can easily find out as to who produced the commodity. JA charges 11% sales commission for fruits and vegetables and 20% for processed foods for using the facilities of farmers' market. JA makes the payment to the farmers twice in a month.

When some products remain unsold, farmers must take them back. As mentioned above, the prices are to be determined by member farmers. They are responsible for ensuring quality and safety of the products. The details regarding the relevant information of all members are put in with JA. The sales proceeds are instantly credited to farmers' account which they keep with their JA.

This kind of farmers market is now gaining its popularity in Japan from both consumers and producers as an emerging new sales outlet different from sales through conventional wholesale market system. There were 20,000 farmers' markets in Japan as of 2014 and all are linked directly with the prevalent campaign, namely, "local consumption from local production", a concept being promoted by the Ministry of Agriculture, Forestry and Fisheries (MAFF). One of the problems being faced by the farmers' market is that all members are not using its facility.

Ina Grading Center

The Ina grading center was established in 1978 and 50% of its construction costs was provided by the government. The farmers from 8 city municipalities bring their produce to this grading center for grading. From here shipment is made to all over Japan. Only one shipment is made in a day. 40 different kinds of vegetables are graded here. This grading center operates 8 hours per day during the period from March to December.

Flow of shipment: All vegetables whose quantity got checked at each grading centers are collected at wide-area grading center in the morning and the packages containing them are sorted out. After aggregating slips and checking actual commodities, the quantity is reported to JA Zen-Noh. Afterwards, the quantity of commodities verified is allocated to its branches in each prefecture and is further divided into each market. Which market to ship vegetables produced in Ina is determined, keeping into consideration the daily prices, demand and supply balance and market trends.

Based on the quantity allotted by JA Zen-Noh, shipment volume of each commodity by grades is divided at grading centers. After that, the transportation company called the 'Kamiina Freight' loads the divided commodities for shipment to each market. This is how vegetables are shipped to each market.

Grading of vegetables: Vegetables grading works of Ina grading center are mainly asparagus grading and packing of ice into broccoli box. Grading of asparagus starts from January to October, while broccoli is from May to December. In this work, about 15 seasonal workers are hired during the peak period. At the peak period of each commodity, its shipment continues for a month without day off. Although there is a joint grading plant of welsh onion (white welsh onion preparation facility) whose works are consigned to the Kamiina freight company. Thus, what the JA supposed to do is to mainly undertake quality control, accounting works and shipment.

Markets for transaction and marketing: Concerning vegetables transaction markets, the JA ship them to four places such as Kanto region (2 firms), Chukyo (7 firms), Kansai (4 firms), and Nagano prefecture (2 firms). Marketing method is composed of conventional sales through wholesaling and advanced negotiation like the contracts of quantity and prices, thereby maintaining prices and raising the level of prices. Moreover, staff working at grading center, staff in charge in JA Zen-Noh and staff looking after market are endeavoring to keep in close contact with each other daily by exchanging various information in a bid to facilitate smooth marketing.

Main problems: The minimum wage per hour is 840 yen. However, it is increasing every year and cannot meet the present expenses with the sale prices. Over production is another problem being faced by farmers.

Mianami-minowa Country Elevator

Country elevator is a large size bulk storage connecting drying machine with silo for paddy by elevator. There are 8 country elevators at 7 spots in JA Kamiina with a capacity of 280,000 straw bags. 'Kamiina rice' stored in the form of paddy is hulled and shipped as 'Imazuri rice' (so-called brown rice just milled) all over Japan upon order of markets.

Mianami-minowa country elevator has got a storage capacity of 3,000 tons. The busy season for paddy grading is September to end of October. The whole process from receipt, grading, weighing, temporary storing, drying, storing, hulling of paddy into brown rice, packing in silos and shipping to the wholesaler is done at the country elevator. Wheat is cultivated once in a year. Certain adjustments are made for paddy and wheat grading. 6 persons (2 full-timers and 4 part-timer) are working at the country elevator.

Nishi-Minowa Clinic

Misuzu clinic in Ina city and Ryoono clinic in Tatsuno town are situated in the operational area of JA Kamiina. In July 2015, they received an offer from Ina city for the management of Nishi-minowa clinic in Ina city. This was because it had faced a challenge of continuous management due to difficulties of securing doctors stably. There was no other clinics in or near the area and it was apprehended that the closing of clinic

would cause the anxiety of residents. Therefore, the city and JA exchanged various discussions. As a result, it was decided that a new clinic should be established with the help of Ina city and JA Kamiina, while JA Nagano prefectural welfare federation should look after its management. Eventually, the new Nishi-Minowa clinic was established on 22nd December and began practice for treatment from 5th January 2018.

The clinic provides medical treatment holistically, ranging from general illness, rehabilitation, medical support for welfare facilities down to home visiting care to end-of-life care with the motto of 'A close Nishi-minowa clinic is better than a relative living afar'. Moreover, the clinic tries to cooperate with medical specialists working in main hospital and Fujimi-kogen hospital, by sharing e-medical records and conducting interpretation of radiogram and diagnosis by radiologist for the radiation image. The clinic is prepared to offer an anxiety free and appropriate medical care to residents in cooperation with the nearby welfare institutions. Moreover, the clinic stands ready to introduce them to the main Ina central hospital for difficult treatment when and as necessary. The clinic and all their members are fully committed that they can gain the trust of local people as the core of comprehensive care provider in the regional area by incorporating their opinions as much as possible.

'Kiritou', a nursing facility and special nursing care home for the elderly opened at Ryoono area in Tatsuno town in April 2018. Since the Ryoono clinic is situated in the neighborhood, the Kiritou special nursing care home for the elderly can provide nursing care linked closely with medical care. Thus, Kiritou can take prompt and necessary actions for those clients who required medical treatment. With the Fujimi-kogen medical and welfare center just opened, the center offers recruitment for nurses and nursing care staff.

Nishi-Minowa Rice Processing Factory

The Nishi-Minowa rice processing factory was established in 1982 and at that time it was operated hiring JA's vacant room. This business was started based on the advice of the home life improvement advisor. At the peak time, there were 35 members. However, currently it has decreased to only 10 members. The main products are rice bun, cakes and sweets. From 1998, they have diversified the business in the present building and are currently producing 3 kinds of Oyaki sweets with different flavours. The working hours is from 04:00 to 13:00 hours for 4 days in a week. During off-season, only 4-5 members work. The marketing of the products is done through the direct sales shop. The marketing turnover for 2017 was less than 20 million yen.

The building belongs to JA and they use the space for processing on rent. When the business got started, raw-materials were up for grabs and they bought directly. Now, they procure the raw-materials through JA since it is not easily available any more.

This group is also operating a tourist farming, generating lucrative income from this business.

Ina-Chuo A-Coop Store

Ina-Chuo A-Coop Store was established in 1975 by JA-Kamiina. It has got a floor area of 1,752 square meters. A total of 640 farmers are registered with the store. A total of 60 employees (8 full-timers and 52 part-timers) are working in the store. Working hours of the store is 09:30 to 20:00 hours. On an average 1,300 customers visit the store every day. The annual turnover in the previous year was 1.1 billion yen and the profit were 10 million yen. JA charges a 15% commission on sales proceeds from registered farmers for use of the A coop store.





Award of Certificates of Participation at the Closing ceremony



SECTION-VII

Concluding Session of the Training Course in Japan & Award of Certificates of Participation

The concluding session of the Training Course was held at IDACA in the afternoon of 10th August. The session was attended by Mr. Takayoshi Kondo, Deputy Director, Overseas Investment and Cooperation Division, International Affairs Department, Ministry of Agriculture, Forestry and Fisheries (MAFF); Mr. Masahiro Konno, Executive Director of the Institute for Development of Agricultural Cooperation in Asia (IDACA); Mr. Gaku Izawa from International Relations Department of Central Union of Agricultural Cooperatives (JA-ZENCHU); Mr. K. Sethu Madhavan, Advisor-Planning & Membership, ICA-Asia and Pacific. Mr. Kyohei Sugaya, Officer in charge of ICA-Japan Project at the Ministry of Agriculture and Forestry (MAFF); and other officers of IDACA also attended the closing ceremony.

In his address, **Mr. Sethu Madhavan** congratulated the participants for their cooperation and IDACA for the successful completion of the Training Course. He also expressed the gratitude and appreciation of the ICA to the Japanese Government, especially MAFF (Ministry of Agriculture, Forestry and Fisheries) for the financial support extended in the conduct of this Training Course. He hoped that the MAFF will continue to support this training course in the future also since this course was very relevant for the women leaders of agricultural cooperatives in Asia. He advised the participants to make use of the experiences gained in Thailand and Japan and implement their action plans. This is very important for the continuation of this training course. He wished the participants a safe journey back home and a happy re-union with their families.

Addressing the session, **Mr. Kondo** expressed hearty congratulations to the participants on successful completion of the training course. He expressed his gratitude on behalf of MAFF to ICA-AP and IDACA for conducting the course successfully. He hoped that the experiences gained by the participants while in Thailand and Japan would be useful upon their return to their home countries.

He further said "The objective of this training course is to assist capacity building of leaders of rural women for promotion of more organized business activities in the countries of South-East Asia and South Asian regions. I think you had some valuable information and knowledge in Japan. After your return to your countries, I believe you will cooperate with rural women who live under difficult conditions to build socially cohesive communities by the knowledge and experience you gained in this training.

Tomorrow, you will go back to your countries, but I believe you will never forget this experience in Japan. We hope you will return to Japan someday, for instance Tokyo Olympic 2020 and meet us again. Finally, I wish you all the best for your future success and deepening friendship between Japan and your countries."

Mr. Izawa thanked ICA-AP, IDACA and MAFF for supporting and implementing this kind of useful and meaningful training course for women leaders. He further said "I guess you could see various aspects of agricultural cooperatives and rural areas in Japan through the field visits and enjoy the training in Japan.

In terms of women's participation in JA management, JA group has set goals for more than 25% of the regular members and 10% of the representatives should be composed of women and there should be two or more female board members in each JA. Because of this, women rate came to 21% of total regular members, 8.7% of representatives and 1,300 female board members (average 2). Although, it is gradually increasing, we need to work hard to encourage further participation.

I heard that you have prepared an Action Plan for organizing women in rural areas in your own country, initiating entrepreneurial activities and managing agricultural cooperatives. I hope that you will do your best to practice what you learned in the training after returning to your countries. The training course has concluded successfully, but your challenge starts from now on. Many of the participants who graduated from IDACA play an important role in the cooperative sector in their respective countries. I hope you endeavor to promote empowering women in agricultural cooperatives in your country."

Mr. Konno congratulated the participants on successful completion of the training course. He further said "Since you came to IDACA about two weeks have passed and the program in Japan comes to an end today. I am very happy to see that all of you could complete the program without any trouble. Also, I would like to thank Mr. Sethu for the smooth management of this training course.

During two weeks in Japan, you have studied many things on cooperative activities done by JA including women's group activities through lectures and study visits in Yamanashi, Kanagawa and Nagano prefectures.

I think the situation involving cooperatives and women's activities might be different in each country. However, I hope that many useful findings and experiences you have obtained from your observation will be useful for your future work.

After you return to your country, I hope that you will report on the result of the training to your colleagues, such as conducting a report meeting at your workplace, and take action to realize your action plan prepared now. I greatly expect that the results of your training will lead to further capacity building of rural women in your country.

I think this training course has provided a valuable experience for each other, and it was a good chance to discuss and exchange views on common problems regarding the situation and empowerment of rural women. Therefore, please take care of each other's network of participants cultivated in this training and please use it in your future work.

Then, let me express my sincere gratitude to MAFF and ICA-AP for offering this wonderful opportunity of training to our fellow participants, and I would like to ask continuous support in the field of promotion of rural women's activities in Asian countries.

In conclusion, I would like to tell you that even if the training is over, but both your fellow participants and IDACA will ever remain good friends in the future. So please feel free to stop by to say hello, whenever you have a chance to visit our country".

The '**Certificate of Participation**' was awarded to the participants at the end of the concluding session by the Institute for the Development of Agricultural Cooperation in Asia (IDACA).

Ms. Hira Bisht (India) spoke on behalf of all the participants. She expressed the participants' gratitude to the **ICA** and **IDACA** for organizing the training course from 19th July to 11th August 2018 in Thailand and Japan. She specially thanked Mr. K. Sethu Madhavan of ICA-AP and Ms. Hiroko Tayama of IDACA for excellent handling of the course. The participants felt that the training course was very relevant for the women leaders of agricultural cooperatives in Asia and hence it should be continued. She also expressed the greatest appreciation of the participants to the Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan for providing financial support for this Training Course. She hoped that the MAFF would continue to support this training program in the future also for the development of rural women in the developing countries.

She further said "Right from Thailand to this wonderful land of Japan, it was a very rich and rewarding experience. We, the participants from different countries with different social and cultural background got an opportunity to know each other's culture, shared our knowledge, views and experiences. I thank them also for their cooperation and hope we will keep in touch with each other to move IDACA's mission forward and we hope that we will be successful in our action plan as a mission.

We got deeply engrossed in what the eminent speakers spoke during the session. The speakers were inspiring. They were excellent motivators and encouraged us for clearly understanding the vision and mission of organizing such programs. We express our thanks and gratitude to them for their rewarding, valuable and noble lessons.

Our visits were organized to many agricultural cooperatives, observation of farmers market in Thailand and Japan for having a look of various activities there. It was a very good experience we learnt a lot in the process. I on behalf of all participants thank them all for their hospitality, courtesy and for all they did for us to make our visit memorable one.

In the end I wish to thank to the people of the great nation who have with their untiring efforts made this country one of the most advanced countries in the world. Visiting Japan was for me & my colleagues a dream come true. I once again thank on behalf of all participants to all seniors sitting here and all staff of IDACA who gave us lot of support and encouragement."

The participants left Japan for their home countries on 11th August 2018, after completion of the Training Course.

SECTION-VIII

Evaluation Summary

Seven participants attending the training course had participated in the evaluation exercise and returned the Evaluation Forms, duly filled in. The Program Coordinator of ICA-AP compiled the results of the End of the Course Evaluation. Given below is a summary of the Evaluation.

Rating Pattern

5=Excellent, 4=Very Good, 3=Good, 2=Satisfactory, 1=Poor.

01	To what extent the Course meets the Objectives?	2	5	-	-	-
02	Relevance of this Program in your job.	4	3	-	-	-
03	Usefulness of this training in your future work.	4	3	-	-	-
04	Your overall impression about this program.	5	2	-	-	-
05	Your grading of the faculty of this program.	4	3	-	-	-
06	Your rating of the study visits in Thailand	3	4	-	-	-
07	Your rating of the study visits in Japan.	2	5	-	-	-
08	Your rating of the administrative arrangements (boarding, lodging, etc.).	4	3	-	-	-

09 Are you satisfied with the leadership provided and the technical inputs made by the IDACA faculty members? (Explain briefly).

All participants said "YES" – they are fully satisfied with the leadership provided and the technical inputs made by the IDACA faculty members and everything was perfect.

10 Please suggest changes/improvements, if any, desired in future programs. (Please give your free and frank suggestions).

Most of the participants said that NO changes/improvements required. A few participants suggested the following: (a) more time should be provided for preparation of action plan; (b) critical thinking skills are needed for empowerment and leadership; and (c) three participants had no suggestion.

11 Please suggest which topics should be added to this Program in future.

Most of the participants said present topics are okay. A few participants suggested the following:

Farming techniques and management
 Social responsibility
 More lecture on preparation of action plan
 Basic business philosophy
 Personality development program can be added as a topic

12 Please suggest which topics should be deleted from future Program.

All participants said that all topics covered are interesting and nothing should be deleted.

13 Please list below your major gains from this Program.

Japanese agricultural cooperative (JA) system
Knowledge on preparation of action plan
Assertive training for smooth communication
Japanese society and culture
Get to know new friends from other countries
Sharing experiences with the participants from other countries
Effectiveness of team work
Good practices from other organizations
Women group activities in Thailand and Japan
Listening and sharing
Farm guidance and better living guidance
Love for the nation
Unity is the best policy
Discipline and punctuality
Agriculture and its proper utilization
Humbleness and politeness
Women's Associations activities in Japan
Welfare business activities of the cooperatives
Concept of direct sales shops and roadside stations
Rural women enterprises and marketing of their products
Interaction with the Japanese farmer
Encourage community to use local resources
Value addition through processing
Welfare activities run by JA for the aged people
Knowledge of cooperatives in other countries

14 Your general suggestions, opinions (on any aspect) and recommendations, if any.

Got lot of valuable information from this training course
Food menu should be changed frequently
Give focus on least developed countries
This is a very effective training course
Everything in Japan is interesting (culture, technology, clean, discipline, etc.)
Majority said that this is a very good program for women and hence it should be continued in future.

SECTION-IX
Program of the Training Course

19 th July		Arrival of participants in Bangkok
20 th July	FN	Orientation/Opening Ceremony/Presentation on the Cooperative Movement of Thailand and CLT.
	AN	Visit to Cooperative Promotion Department (CPD)
21 st July		Saturday – Sightseeing in Bangkok
22 nd July		Sunday – FN-Visit to floating market
23 rd July	FN	Visit to Agricultural Cooperative Federation of Thailand (ACFT)
	AN	Visit to Lam Lukka Agricultural Cooperative Limited Observation of artificial flower making women group
24 th July	FN	Visit to Credit Union League of Thailand (CULT)
	AN	Visit to Nong Chok Agricultural Cooperative Limited and Kratum Rai Women Group.
25 th July	FN	Visit to Bangplee Agricultural Cooperative Limited
	AN	Visit to Boonsri's Thai Sweets Occupation Women Group.
26 st July	FN	Visit to Banphaeo Agricultural Cooperative Limited
	AN	Baan Kaset Pattana Herbal Juice Processing Group
27 nd July		Friday – National Holiday
28 th July	FN	Observation of Farmer Market (Or Tor Kor)
	AN	Free (Preparation for departure)
29 th July		Departure for Tokyo Arrival of participants at IDACA
30 th July	FN	Orientation and Opening Ceremony Society and Culture in Japan by Ms. Hiroko Tayama, Coordinator, IDACA.
	AN	Presentation of Country Reports by participants
31 st July		Introduction of Agriculture and Agricultural Cooperatives (JA) in Japan by Mr. Yukio Abe, Cooperative Development Consultant, IDACA. Briefing on Action Plan preparation (16:00~17:30)
1 st Aug	FN	Outline of JA Women's Association by Ms. Eiko Oshita, Coordinator, IDACA.

	AN	Better Living Activities by Ms. Tetsu Takahashi, former Director, JA Iwate Hanamaki.
2 nd Aug		Assertive Communication Skills and Techniques by Ms. Shiom Morita, Executive Director, Assertive Japan.
3 rd August	FN	Visit to fruits growing farmer (Mr. Saito) in Yamanashi prefecture
	AN	Value addition and marketing
4 th August		Sight-seeing in Yamanashi prefecture
5 th August		Sunday: Sight-seeing in Tokyo
6 th Aug		Visit to Kanagawa Prefectural Union and briefing on Outline and overview of the Prefectural Union and JA Kanagawa Prefecture Women's Association.
7 th Aug	FN	Visit to JA Kamiina and exchange meeting with JA Women's Association.
	AN	Exchange meeting with JA Women's Association women directors.
8 th Aug	FN	Observation of facilities of JA Kamiina (farm machinery center, direct sales shop, country elevator, grading center, health clinic).
	AN	Observation of Nishi-Minowa rice processing factory and blueberry picking.
9 th Aug	FN	Leadership–Role of Leaders and Importance of Communication by Mr. Yoshiaki Ogane, Former Editor, Ie-No-Hikari Association.
	AN	Individual consultation with the participants regarding their Action Plans.
10 th Aug.	FN	Finalization of action plan by the participants
	AN	Presentation of Action Plan by the Participants
		Evaluation and Closing Ceremony
11 th Aug.		Departure of Participants from Japan

FN Session : 09:30~12:00
AN Session : 13:30~16:00

SECTION-X
List of Participants

- | | | |
|--------------------|---|--|
| India | 1 | Ms. Hira Bisht
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- ICA-AP** 8 **Mr. K. Sethu Madhavan**
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-

SECTION - XI

Action Plans Proposed by the Participants

In view of the experience gained by the participants through class room lectures, field study visits in Thailand and Japan, interaction among themselves and based upon their own work environment, the participants were able to finalise detailed Action Plans which they would recommend to their organisations after their return to their home countries. The brief description of the Action Plans prepared by the participants is given below.

Name of Country	:	India
Name of the Participant	:	Ms. Hira Bisht
Position	:	Assistant Manager
Name of Organization	:	Krishak Bharat Cooperative Limited (KRIBHCO)
Title of the Proposal	:	Development of income generation programs for rural women
Target Group	:	Farmers specially women's group (20-25 women)
Target Area	:	Dahod, Gujarat State
Implementing Agency	:	Gramin Vikas Trust (Government), an NGO promoted by KRIBHCO.
Duration of the Plan	:	1 year (1 st November 2018 to 31 st October 2019)
Name of Country	:	Laos
Name of the Participant	:	Ms. Somsanouk Khounthikoummane
Position	:	Deputy Director
Name of Organization	:	Economics Integration Division, Department of Planning and Finance, Ministry of Agriculture and Forestry (MAF).
Title of the Proposal	:	Improvement of management of Champa organic vegetables farmers group through capacity building of women members.
Target Group	:	20 women members of Champa Organic Vegetables Farmers Group.
Target Area	:	Champa village, Sikhodttabong district, Vientiane.
Implementing Agency	:	Department of Planning and Finance, Department of Rural Development and Cooperatives, Department of Agriculture Extension and Processing, Vientiane capital PAFO and DAFO, and Champa Organic Vegetables Farmers Group.
Duration of the Plan	:	1 year (1 st September 2018 to 31 st August 2019)

Name of Country : **Myanmar**

Name of the Participant : Ms. Khine Htet Wai

Position : Board of Director

Name of Organization : Ka Twin Chan Agricultural Cooperative Society Ltd.

Title of the Proposal : Raise rural women's lives by improving their health and creating job opportunities.

Target Group : Cooperative farmer members, wives of member farmers and rural women (1074 persons).

Target Area : Ka Twin Chan village, Bago region.

Implementing Agency : Ka Twin Chan Agricultural Cooperative Society and Township Cooperative Syndicate, Bago.

Duration of the Plan : 9 months (1st October 2018 to 31st March 2019)

Name of Country : **Nepal**

Name of the Participant : Ms. Gita Bhattarai

Position : Chairperson

Name of Organization : Darbesha Small Farmer Agriculture Cooperative Ltd.

Title of the Proposal : Leadership development of women in organizational management and encourage female members in income generating activities.

Target Group : 30 women involved in agricultural cooperatives in Morang district.

Target Area : Province-1, Morang.

Implementing Agency : Nepal Agricultural Coop Central Federation Limited (NACCFL), and Small Farmer Agriculture Coop Ltd. (SFACL), Darbesh, Morang.

Duration of the Plan : 1 year (1st September 2018 to 31st August 2019)

Name of Country : **Philippines**

Name of the Participant : Ms. Arlyn L. Laurilla

Position : General Manager

Name of Organization : Tumalalud Farmers Multi-Purpose Cooperative (TFMPC)

Title of the Proposal : Development of women groups for more independent economic status.

Target Group : 80 women members of the cooperative

Target Area : Jamindan and Mambusao town

Implementing Agency : Tamalalud Farmers Multi-Purpose Cooperative/Local Government Unit-Mambusao, CapizU/Department of Trade and Industry/Technical Education and Skills Development Authority.

Duration of the Plan : 1 year (1st October 2018 to 30th September 2019)

Name of Country : **Thailand**

Name of the Participant : Ms. Rungtiwa Tohadam

Position : Head of Human Resource Department

Name of Organization : Thasae Land Settlement Cooperative Limited (TLSCCL)

Title of the Proposal : Development of more competitive marketing of Masjid Moohajireen women's group products in Kuring village, Thasae district.

Target Group : Masjid Moohajireen women's group (36 members) in Kuring village, Thasae district, Chumphon province.

Target Area : Kuring village, Thasae district, Chumphon province.

Implementing Agency : Human Resource and IT Department of Thasae Land Settlement Cooperative Limited (TLSCCL)

Duration of the Plan : 1 year (1st November 2018 to 31st October 2019)

Name of Country : **Vietnam**

Name of the Participant : Ms. Vu Thi Trang

Position : Team Leader of Business Administration

Name of Organization : Vietnam Institute for Coops and Enterprises Management (VICEM)

Title of the Proposal : Promotion of business through starting on-line marketing by women members in Dong Suong Coop in Luong Son district.

Target Group : Women members in Dong Suong Cooperative (36 persons).

Target Area : Luong Son district, Hoa Binh province.

Implementing Agency : Vietnam Institute for Coops and Enterprises Management (VICEM) and Vietnam Coop Alliance cum Dong Suong Coop.

Duration of the Plan : 1 year (1st January to 31st December 2019)

ICA Co-operative Identity Statement

DEFINITION

A Co-operative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically-controlled enterprise.

VALUES

Co-operatives are based on the values of self-help, self-responsibility, democracy, equality, equity and solidarity. In the tradition of their founders, Co-operative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

PRINCIPLES

The Principles of Co-operation are guidelines by which Co-operatives put their values into practice.

First Principle: Voluntary and Open Membership: Co-operatives are voluntary organisations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

Second Principle: Democratic Member Control: Co-operatives are democratic organisations controlled by their members, who actively participate in setting their policies and making decisions. Men and women, serving as elected representatives, are accountable to the membership. In primary Co-operatives, members have equal voting rights [one member one vote], and Co-operatives at other levels are also organised in a democratic manner.

Third Principle: Member Economic Participation: Members contribute equitably to, and democratically control, the capital of their Co-operative. At least part of that capital is usually the common property of the Co-operative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing their Co-operative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the Co-operative; and supporting other activities approved by the membership.

Fourth Principle: Autonomy and Independence: Co-operatives are autonomous, self-help organisations controlled by their members. If they enter into agreements with other organisations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their Co-operative autonomy.

Fifth Principle: Education, Training and Information: Co-operative provide education and training for their members, elected representatives, managers, and employees, so that they can contribute effectively to the development of their Co-operatives. They inform the general public – particularly young people and opinion leaders – about the nature and benefits of Co-operation.

Sixth Principle: Co-operation among Co-operatives: Co-operatives serve their members most effectively and strengthen the Co-operative Movement by working together through local, national, regional and international structures.

Seventh Principle: Concern for the Community: Co-operatives work for the sustainable development of their communities through policies approved by their members.

