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4TH ICA-JAPAN TRAINING COURSE FOR
RURAL WOMEN LEADERS IN AGRICULTURAL
COOPERATIVES IN ASIA

IDACA, Tokyo. Japan
October 17-November 12 1994

TRAINING COURSE DOCUMENTATION

630:334(5)
ICA

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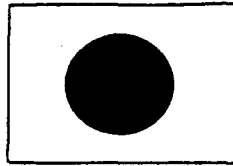
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RURAL WOMEN LEADERSHIP DEVELOPMENT
IN AGRICULTURAL COOPERATIVES
IN ASIA

(Report of the 4th ICA-Japan Training Course for Rural Women Leaders of
Agricultural Cooperatives in Asia, Tokyo. October 17-November 12 1994)

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RURAL WOMEN LEADERSHIP DEVELOPMENT
IN AGRICULTURAL COOPERATIVES IN ASIA
- A REPORT

(Report of the 4th ICA-Japan Training Course
for Rural Women Leaders of Agricultural
Cooperatives in Asia held at IDACA,
Tokyo, Japan. October 17-November 12 1994)

organised by:
INTERNATIONAL COOPERATIVE ALLIANCE

held at and in collaboration with:
THE INSTITUTE FOR THE DEVELOPMENT OF AGRICULTURAL
COOPERATION IN ASIA (IDACA), Tokyo, Japan

funded by:
THE GOVERNMENT OF JAPAN
Ministry of Agriculture, Forestry and
Fisheries (MAFF)

Compiled by:
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P R E F A C E

THIS Report represents the successful execution of the Fourth ICA/Japan Training Course for Rural Women Leaders of Agricultural Cooperatives in Asia which was held at IDACA (Institute for the Development of Agricultural Cooperation in Asia), in Tokyo, Japan, from October 17-November 12 1994. The implementation of this Programme by the International Cooperative Alliance was made possible by the funding support made available by the Government of Japan in the Ministry of Agriculture, Forestry and Fisheries (MAFF), and the most active collaborative support extended by its member-organisation in Japan, the Central Union of Agricultural Cooperatives (JA Zenchu), and the IDACA. The Alliance places on record its highest appreciation of the financial contribution made by the Government of Japan.

The Fourth training programme was attended by six participants representing India, Jordan and Sri Lanka. With the completion of this Programme, 24 persons have been trained in women leadership from nine countries of the ICA Region i.e., Bangladesh (2), India (4), Indonesia (2), Jordan (2), Malaysia (2), the Philippines (2), Sri Lanka (4), Thailand (4), and Vietnam (2).

The ICA is thankful to its member-organisations for sponsoring candidates for participation in this Programme, which, I hope, would contribute favourably to the development of women's organisations in rural areas and specifically in agricultural cooperatives, and provide them with appropriate development opportunities.

I take this opportunity of commending the efforts made and deep involvement of my colleague in our Regional Office for Asia and the Pacific, Mr Daman Prakash, Project Director of the Programme, Mr Shiro Futagami, former Managing Director of IDACA, and Mr Yoshitada Nakaoka, Managing Director of IDACA in Tokyo, in organising and conducting this Programme in a professional and satisfactory Manner.

Bruce Thordarson
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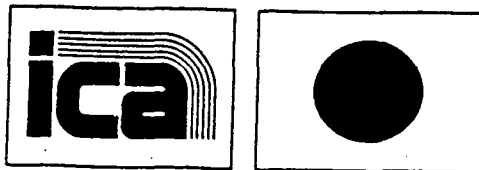
April 1995

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This programme was conducted by the International Cooperative Alliance at the Institute for the Development of Agricultural Cooperation in Asia (IDACA), Tokyo, Japan, in collaboration with the Central Union of Agricultural Cooperatives (JA-ZENCHU). The financial support for the programme was provided by the Ministry of Agriculture, Forestry and Fisheries of the Government of Japan.



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R E P O R T

I. INTRODUCTION

The Fourth ICA-Japan Training Course for Rural Women Leaders was held in Tokyo, Japan, from October 17 - November 12, 1994, in pursuance of an agreement reached between the Ministry of Agriculture, Forestry and Fisheries (MAFF) of the Government of Japan and the International Cooperative Alliance (ICA). The four-week training course was organised by the ICA and held at the Institute for the Development of Agricultural Cooperation in Asia (IDACA) in Tokyo. Six participants from three countries, India, Jordan and Sri Lanka, attended the training course.

The training course was organised in collaboration with the Central Union of Agricultural Cooperatives of Japan (JA-Zenchu), IDACA and the National Council of Women's Associations of Agricultural Cooperatives (WAAC/JA ZEN FUKYO) of Japan.

The inauguration of the fourth training course was held at the IDACA on October 18, 1994. Representatives of the Ministry of Agriculture, Forestry and Fisheries (MAFF), the Central Union of Agricultural Cooperatives (JA-ZENCHU) and the Managing Director of IDACA, addressed the inaugural session.

II. PROJECT OBJECTIVES

The development and immediate objectives of the Project for Training of Rural Women Leaders of Agricultural Cooperatives in Asia are as follows:

Development Objective

To facilitate improvement of living standards of farm households through women's participation in agricultural cooperative activity.

Immediate Objectives

1. To provide opportunities for the development of leadership among rural women through training,
2. To provide encouragement for creating for them income-generating activities, and
3. To assist in the formulation of rural development projects for women's participation.

III. PROGRAMME IMPLEMENTATION

The training programme was implemented by the International Cooperative Alliance through its Regional Office for Asia and the Pacific (ICA ROAP), New Delhi. The ICA ROAP, in consultation with the JA-ZENCHU and the IDACA, identified the countries which were to be invited for this Course. Invitations to sponsor candidates for the course were sent out sufficiently in advance to ICA member-organisations in India, Jordan and Sri Lanka. Upon receipt of nominations a final selection was made in accordance with the qualifications and procedures laid down by the ICA for such programmes. The selected candidates were then provided with appropriate facilities to travel to Tokyo to follow the programme at IDACA.

IV. COURSE PARTICIPANTS

The training course was attended by six participants, two each from India, Jordan and Sri Lanka. A list of participants is given in Annexe-I.

The participants in the previous three courses were as follows:

Course I : Aug-Sep 1991	Two each from Indonesia, Philippines and Thailand.
Course II: Aug-Sep 1992	Two each from India, Malaysia, and Sri Lanka.
Course III June-July 1993	Two each from Bangladesh, Thailand and Vietnam.

So far, in all the four courses, a total of twenty-four (24) women leaders have been trained.

V. TRAINING COURSE AT IDACA/COURSE PROGRAMME

The six selected participants attended the training programme conducted at IDACA from 17th October to 12th November 1994. The IDACA had developed a course curriculum which included classroom lectures on various aspects handled by IDACA faculty members and specially invited guest lecturers, field study visits and direct communication with women leaders. The field study visits were arranged to agricultural cooperatives and women's associations in Chiba Prefecture and to some institutions in and around Tokyo. Lecture-cum-practical field study assignments were combined to impart necessary knowledge to the participants on the working of women's associations and the general activities of agricultural cooperatives in Japan. Time was also allocated for holding group discussions and reporting.

The programme followed during the training course is placed as Annexe-II.

VI. TRAINING COURSE CONTENTS

During the four-week training programme in IDACA, emphasis was laid on practical studies and learning. Besides introduction to basic aspects of Japanese culture and social ways of life, detailed introductions to the organisation and functioning of agricultural cooperatives in Japan were given. Subjects dealing with the activities of women's associations in agricultural cooperatives, their role in better-living activities and improving farm households and plans for future development were also presented. The following principal areas were covered:

- Historical development and activities of Women's Associations of Agricultural Cooperatives
- Japanese Culture and Society.
- Agriculture and Agricultural Cooperatives in Japan. Government, agricultural cooperatives, women's programmes and better-living activities.
- Cultural activities of the Ie-No-Hikari Association.
- Better living activities and role of Better Living Adviser.
- Development of leadership among women.

The participants were taken on field study visits to Chiba Prefecture and to some of the primary and secondary cooperative institutions in and around Tokyo during which time they were able to interact with the women leaders and to observe the various activities carried out by women's associations in conjunction with agricultural cooperatives.

With a view to support the learning situation of the participants and to provide background information on various subjects and study visits, the IDACA made available a plenty of reference material to the participants. A list of reference material distributed during the course is placed as Annexe III.

Of special significance was an introduction to the development, organisation and activities of the Women's Association of Agricultural Cooperatives (WAAC) and the role that the Association and its constituents play. Besides participating in agricultural production-related activities, the women's associations have been undertaking a variety of social and environmental programmes e.g. use of powder soap, improving dieting habits, production of soyabean paste, improving social and economic life styles, participation in programmes for the welfare of children and women worldwide, and drafting a plan of action entitled 'A Path Towards the 21st Century for Women's Association of Agricultural Cooperatives - A Long Term Development Policy of the Association'.

After a week's introduction to basic aspects, the participants were taken to Chiba Prefecture for study visits. The participants studied the working of JA Sanbu, JA Chiba Prefectural Union of Agricultural Cooperatives and the activities of their women's associations and observed different activities. They observed the working operations of the Milling Factory of JA Chiba Prefectural Economic Federation of Agricultural Cooperatives as well as visited the Tomisato Dairy Processing Plant of Zen-Noh. During the study visits to the cooperatives, the participants received information on the production of soyabean paste, preparation of balanced diet for children and the aged, distribution of food items among the members, and Association's welfare and health care activities. Of special mention was the visit to the cooperative's vegetable collection and shipment facilities including the agricultural machinery centre. The participants were also able to participate in the 'home-stay' programme with the members of the women's association in Chiba prefecture.

The participants also had an opportunity of visiting the JA Tsukui-gun, near IDACA, in Tokyo and held discussions with the leaders of women's associations and observing some of the facilities. They also visited and observed the health control activity and joint purchasing activities of women's association of JA Tsukui-gun.

After returning to IDACA, the participants prepared their reports giving their own impressions on the visits and the lessons that could be relevant for their respective countries and organisations.

VII. COUNTRY STATUS PAPERS : India, Jordan and Sri Lanka.

After general introduction to Japan, its culture, Agricultural Cooperative Movement and the working of women's associations in the agricultural cooperatives, country situations were reviewed. The following is a brief summary of the situation existing in the three participating countries with regard to women's involvement in cooperative activities. Country papers giving the present situation of involvement of women in cooperative activities in the three participating countries were presented by the participants. Some of the highlights of the country reports are as follows:

01. India

Present Position of Women's Involvement in Cooperatives in India

Empowerment of women and bringing them to the main spring of life is one of the priority areas in the National Development Policy of India. In pursuance of this, the Government of India formulated a National Perspective Plan for Women (1988-2000 AD). The approach of the Plan is holistic and the objectives are: economic development and integration of women in the main stream of the country, and equity and social justice for all women.

These goals have been set for protecting women's rights not only as producers/providers but also as individuals with human grace and dignity. Keeping this in view the Perspective Plan presents sectoral reviews of the situation of women in rural development, employment, supportive services, education, health, legislation, political participation, media and communication and voluntary action and suggests strategies towards overall development of women by 2000 AD.

A fairly large portion of the female workforce is engaged in economic activities especially in the unorganised sector. Women contribute 80% to dairy production and fish farming, share half workload in cottage industries and in processing, weaving, garment-making, forestry, horticulture, provide services as self-employed vendors, home-based producers and migrant workers at construction sites, brick plants, mines and plantations. They also contribute in household business e.g. fishery, poultry, sericulture, pottery, cobbling and even in rag-

picking and recycling of wastes. Yet they remain poor labourers and not the owners of their products. Mobilisation of such women force into the cooperatives will promote better utilisation of their capabilities and initiatives and, at the same time, will improve the quality of life.

Cooperation - A Strategy for Development

National Plan's one of the suggested strategies for employment promotion relates to 'training of women for management of cooperatives - its organisation and mobilisation of women into groups'. Involvement of women in cooperative movement as members and active participants is both a means and an end for their development in totality. This grants women opportunities of decision-making, planning and accessibility to cooperative services. On the other hand, women get a self-managed institutional forum for expressing their views and measures on important legislative and administrative policies concerning women. With the principles of 'Open Membership' and 'Democratic Management' cooperation is the most appropriate system for the overall development of women, especially, the women belonging to socially handicapped and economically-weaker segments of country's population.

Women in Cooperation

The areas of activities in which exclusive women cooperatives are functioning may be classified into two broad categories: (i) Production of workers' cooperatives; and (ii) Service cooperatives. The women production cooperatives include dairy, fishery, industrial, handloom societies. In this category the women members work together in groups, or part, or whole-time basis, and earn an income. These societies, in majority, are self-managed with direct participation, mutual-help and self-reliance. Service societies include women's consumer cooperatives, thrift and credit cooperatives and urban cooperative banks. The size of membership in these societies is large as compared to the production societies. The urban cooperative banks for women are performing with full competence as scheduled banks of Reserve Bank of India. The National Commission on Women (1988) had observed that banks managed by women have proved to be more advantageous and within the reach of women.

Number, Membership, Share Capital

The number of women cooperatives, has increased from 3,980 in 1986-87 to 5,478 in 1989-90. The membership and share capital also rose from 303,000 to 410,000 women and Rs.48.6 million to Rs. 81.6 million respectively. The percentage of annual growth has constantly declined in the number of societies whereas the membership growth has taken place. The annual growth percentage in paid-up capital has also declined. Thus the participation of women in cooperatives is not steady.

Micro-level studies undertaken by the National Cooperative Union of India from time to time has indicated that mixed gender membership is commonly found in urban areas especially in consumer cooperatives and salary-earners thrift and credit cooperatives and urban cooperative banks. The female membership in selected consumer coops ranged from 20 to 21 per cent of total membership, and their participation in management committee was 16 to 20 per cent. Similarly, in urban cooperative banks, membership varies from 25 to 37 per cent with 2% participation in the management of these societies.

Cooperative Legislation and Women

In some State Cooperative Societies' Acts and Rules special provisions have been incorporated for facilitating women's participation in cooperative societies. In Tamil Nadu, the Act provides 30% representation of women in the managing committees of certain categories of societies including agricultural credit, marketing, milk producers, consumers, weavers, oilseed growers' cooperative societies. In Kerala, representation of women in the management committees of all primary coops has been provided in the Act. In Karnataka the Act provides for reservation of one seat for women in the boards of all cooperative societies. In Madhya Pradesh, reservation of not less than two seats in the managing committees of consumer coops and one seat in housing, marketing, multipurpose, producers and general coops have been provided. In Pondicherry, not less than two women members in the MCs of urban cooperative banks, consumer stores and milk supply coops have been provided. In West Bengal a provision for joint membership of both husband and wife has been made.

For increased involvement and direct participation of women in dairy cooperatives, the policy decision of the Government lays emphasis on joint membership of husband and wife in dairy coops and organisation of new women cooperatives. The policy of joint membership has not been reflected in the State Acts and rules. In women's dairy cooperatives, women are deprived of loans from cooperative credit institutions in case the husbands are loan defaulters. Women participation in cooperative management is thus negligible. The success of dairy cooperatives in India has been attributed mainly to the work done by women.

Constraints on Participation of Women in Cooperation

Agriculture is the main resource of Indian economy and nearly 80% of rural female population contributes in the farm operations in different capacities. In case of agriculture, the women are the defacto cultivators though they do not have the right of ownership over the land they cultivate. Paradoxically, the female membership in the agricultural cooperatives is almost non-existent. Membership rights in village cooperatives are denied to women due to legal provisions of 'one member-one household' which is the criteria for membership. In the case of landless households, women labour is hired and she earns wages. As per prevailing practice, labour women are not enrolled as members as they do not possess land. Even if they are enrolled as a special case, they do not get the benefits of cooperative society services especially credit services, because they do not own land. Similar practice can be noticed in the membership of village household business e.g. handloom, weaving, dairy, poultry, horticulture, fisheries etc.

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The factors retarding the flow of spontaneous participation are mainly the female illiteracy and their social status. Traditionally, women have been given role in the household only. According to this role a woman is expected to take part in

all household duties including labouring in the household business. Generally, the unskilled and monotonous jobs in the household business are performed by the women which do not give them wage-earning benefits although she gets some real benefits in the form of food, shelter etc. Her contribution to the economy remains unpaid and unrecognised. The social status of women influences their status in the cooperatives. In such social environment women grow a tendency of dependence and men develop an attitude of dominance over women. Both the attitudes retard the women participation in the cooperatives. Compounded to this, there are certain external factors which hamper their participation even if they decide to form or join a cooperative society.

There is no cooperative policy on women involvement till recently, defining the role of cooperative institutions in the socio-economic development of women. There are no specific programmes relating to cooperative credit assistance or marketing assistance and training assistance for bringing self-employed women or women in unorganised sector into the cooperative movement. The impact of such indifference and apathy is well reflected on the profile of participation and membership.

Lack of Education and Training Facilities

The facilities for cooperative education, training and development for women is limited. In view of women's traditional role and lower rate of literacy especially in rural areas it is necessary that they avail the opportunities of cooperative education prior to registration of a society and continuous programmes after the registration also. Inadequate facilities hamper women participation in the movement.

The National Convention on Involvement of Women in Cooperation convened by the NCUI in 1986 opined that women's involvement in cooperatives constitutes a practical programme for raising the status of women on a very large scale and especially in those echelons of the society where it is needed most. The Convention made valuable suggestions on the improvement of the status of women and their increased involvement in cooperative management and their activities.

NCUI's Women Education Programmes

The cooperative movement in India is more than 90 years old and can trace its origin to the beginning of this century when the first Cooperative Credit Societies Act was passed in 1904. The Movement aims at providing the persons of small means the fruit of collective effort. It strives to provide them an opportunity not only to improve their economic conditions but also to have a respectable position in the society. The National Cooperative Union of India is the national apex of the Indian Cooperative Movement representing 164 million individual cooperative members of 342,000 cooperative institutions of all types. The Union, established in 1929, has a total of 199 affiliates consisting of national business federations (17), state unions and state business federations (164), and multi-state cooperative institutions (18). 67% of the Indian households and 99.7% of the villages are covered by the cooperative movement. 46% of the agricultural credit needs are covered by the cooperative movement in India.

Induction of women in cooperative movement is a step forward in improving their economic and social status. Membership in a cooperative society provides women with an institution of their own which gives them opportunity of income-earning as well as participating in decision-making. The pre-condition is to promote women participation in cooperatives. The need was to expose them to the principles, practices and potentialities of cooperatives and motivate them to form exclusive women cooperatives or join existing cooperatives and gradually move on to participate in the management of these institutions.

The NCUI had initiated in 1964 Women Education Programmes in the form of a pilot project for one year. On the successful completion of the pilot project, the approach adopted by the NCUI was accepted by the Government of India and the State Governments were advised to sanction Women's wings in their respective state cooperative unions. The Unions were to appoint one Lady Cooperative Education Officer and four lady cooperative instructors to work in two projects, one in rural and another in urban areas of the State.

The overall objective of the programme is to improve the economic and social conditions of women by mobilising them into cooperatives. The supporting objectives were:

- Promotion of women's self-help groups;
- Mobilising members thrift and building-up group resources;
- Loan advancement to members for production and consumption purposes;
- Orientation of members in technology financing and group management based on the principles of cooperation;
- Promote literacy and generate awareness of health and family planning and income generating activities, and
- Linkage building with cooperatives.

A Women's Consultative Committee has been constituted to advise the unions to review the existing situation of women cooperatives in the country and to advise the NCUI for enhancing women's participation in the cooperative movement. State Level committees are functioning in the States of Tamil Nadu, Pondicherry, Gujarat and Nagaland. Efforts to form similar committees in other states are being pursued.

State federation of women cooperatives have been formed in Bihar, Delhi, Gujarat, Karnataka and West Bengal and the formation of a national level federation of women's cooperatives is being actively discussed.

Bhopal Cooperative Milk Producers Union

The Bhopal Cooperative Milk Producers Union Ltd, formed in 1977, of which one participant was the Chairperson, was created under the Operation Flood-II Project on Anand Pattern. The Union covers eight districts of western Madhya Pradesh, covering 707 villages, and 32,576 families. Its dairy plant handles 125,000 liters per day. The capacity of centralised milk processing plant is 150,000 liters per day while the capacity of affiliated decentralised chilling centers is 78,000 lts per day. The union enjoys 75% of market share. It markets different level of fat percentage milk to suit different consumer needs. The Union provides its member societies with several inputs i.e. mobile veterinary service, special visit for animal health care, education of secretaries of dairy coops and testers, artificial

breeding, balanced cattle feed, first aid to animals etc. Instant payment is given to members on the basis of fat content of milk delivered by them. Job opportunities have been provided to literate boys of the villages. The Union has the following future plans for the betterment of its membership:

- Legislation for effective prevention of infectious diseases in animals;
- Manufacture of ice-cream and poultry feed;
- Aforestation programmes;
- Creation of cooperative development groups.

Karnataka State Cooperative Agriculture and Rural Development Bank

The Karnataka State Cooperative Agriculture and Rural Development Bank was established in 1929. Since 1965, the Bank has been pioneering in all types of developmental loans to agriculturists in the State. 177 primary cooperative agriculture and rural development banks are its members. The Bank has 19 branches and lends to farmers through its affiliates. Dispensation of long-term credit for agricultural development is the main activity. Normal programme covers items like levelling, bunding, fencing, construction of cattle-shed, farm house, tobacco barn, redemption of old loans, acquiring ownership by tenants etc. Under its special programme the Bank provides loans for minor irrigation, horticulture plantation, farm forestry, wasteland development, dairy development, piggery, biogas plants, sheep rearing, fish and prawn culture, constructions for milk producers cooperative societies, poultry, sericulture, farm mechanisation etc. Non-farm sector, rural housing schemes, small rural transport operators and adoption of villages are some new areas being covered by the Bank. The Bank's latest and most progressive programme is adoption of village programme to be introduced in all 177 taluka cooperative agriculture and rural development banks. In each primary bank area one or more villages will be selected to implement the programme. A village which has not received any institutional financial assistance or has received less for agricultural purposes with less than 1000 population and consisting of less than 100 families (100 houses) will be selected for adoption.

02. Jordan

Role of Women in Cooperative Development in Jordan

The Cooperative Movement in Jordan was started in 1952. The cooperatives were formed on the Raiffeisen model. The first cooperative legislation in Jordan was issued in 1952. Under this Act, a cooperative department under the Ministry of Social Affairs and Labour was established. The Central Cooperative Organisation was established in 1959 for providing services in the field of financing, marketing and supply of production inputs. Within the Organisation, a Cooperative Institute was formed for cooperative education and training in 1963. An Audit Federation was established in 1964 for auditing and providing training in accounts and book-keeping.

The Jordan Cooperative Organisation (JCO) represents all cooperatives in Jordan and is a member of the ICA. Its activities include development, regulatory, financial and commercial functions. It is responsible for registration of cooperatives, through its cooperative department, technical services and training activities. The auditing department of the JCO audits the cooperatives, and the Cooperative Bank, a department of the JCO, provides financial services to cooperatives and their members. The JCO performs commercial and business activities through its commercial department. Activities include supply, marketing and distribution, agricultural machinery services, seed multiplication, range management, dryland farming, sheep production veterinary services.

Role of Women

The membership of women within the cooperative movement is very limited due to conditions of membership. The members should be owners of land or share croppers. All ownership vests with men. There is a high degree of dependency on men and general poverty and illiteracy among women. The first cooperative society for women was registered in 1980, and, in the years 1981-84, four more women cooperatives were established. Some societies were established in rural areas. Their work related mainly to bee-keeping, food processing and planting farming lands and in traditional arts like embroideries, rugs, sewing, handicrafts etc.

Sheep-raising and processing the products of milk and wool were other activities undertaken by these cooperatives. In the 1990s the number of women's cooperatives increased to 46 all over the Kingdom and the total number of members is around 1500. Members benefit from services like cooperative extension, management, accounting, family health, and home economics. These cooperatives established nurseries, kindergartens, and contribute to the execution of some of the productive projects of the government by using local products such as planting of medicinal and herbal plants.

Women's cooperative societies train their members to raise their qualifications and also efficiency in the fields of management, marketing, accounting, family planning etc.

Women's Cooperative Union

The Women's Cooperative Union (WCU) in Jordan was established in 1992 and has a membership of ten primary women cooperative societies with a total of 618 members. The Union assists the members of its affiliates to improve their economic and social situations through cooperative work and by following cooperative principles. Its main activities include: execution of economic and social projects agreed upon between the Jordan Cooperative Organisation and any other organisation in the field of services and production; supply of raw materials to members as per their needs; marketing the produce of members; education and training of members in cooperative principles and practices; and providing services and consultation in all aspects to the cooperative members who intended to undertake some projects.

The main problems faced by the Women's Cooperative Union are: (a) similarity of products produced by cooperative members resulting in marketing problems; (b) low quality of products due to lack of proper training for production purposes; and (c) inadequate coverage of all women's cooperatives by the Union and financial weakness of the Union.

03. Sri Lanka

Role of Women in Cooperatives in Sri Lanka

The Cooperative Movement in Sri Lanka began in 1911 with the establishment of credit cooperatives with unlimited liability. Today cooperatives have spread all over the country, from primary to national level. There are 10,000 primary cooperatives involved in activities concerning credit, consumer, agriculture, milk products, fishery, small industry and handicrafts, textiles, women and youth, livestock, school, hospital and marketing distribution. Membership of these cooperatives now exceeds 4 million.

The Ordinance of 1921 made way for the setting up of several different types of cooperatives at primary and other levels. In 1930, the government set up a separate Department for Cooperative Development under the Registrar of Cooperatives. To satisfy the growing needs of the membership the Law no. 11 of 1926 was enacted which made it possible for the various kinds of cooperatives to register as cooperative societies.

In 1957, the Minister for Food and Agriculture, issued a directive that it was not necessary to have a number of single purpose small societies at the vilage level and that the economic needs of the village could be met through one multipurpose cooperative society. This period also saw the establishment of the Peoples' Bank in 1961. This replaced the Cooperative Federation, and other cooperative banks at the provincial and district levels also joined with the Peoples' Bank.

In 1970, the multipurpose and the fishery cooperatives were reorganised. Numerous smaller societies were merged together and large financialy and economically stable units were created. This created an awareness of the movement which brought about an idea that the cooperative federation itself should be reorganised. The cooperative federation was reorganised and registered as the National Cooperative Council of Sri Lanka. Later, other apexes for different types of cooperatives such as Marketing Federation, Thrift and Credit Federation, and Consumer Federation were

registered. The cooperatives are the main contributors to the development process at rural level. With the development of social and education standards in the country, the societies began to develop independently. Today, in Sri Lanka, there are 15 major types of societies with eight apex unions.

Cooperative Women's Activities

Membership for women in cooperatives is open in Sri Lanka. More women than men tend to join the movement. The involvement of women in the general activities of the societies and in policy decision-making with the movement is very limited. Realising this, during the Women's Decade in the 1970s women's activities and involvement within the movement was given prominence. Formation of women's committees in the societies took place with a lot of interest from the multipurpose societies. The National Cooperative Council of Sri Lanka (NCCSL) played a leading role in this process. With the assistance of the Swedish Cooperative Centre and the ICA, a five-year programme for the development of women in the consumer sector was conducted. Activities of the programme were also extended to the other types of societies. Multipurpose cooperative societies in Sri Lanka are also engaged in agricultural activities. Though women within the consumer sector developed rapidly not much attention was paid to the other sectors. Therefore, women in the agricultural sector benefited only in a very small capacity. Education, motivation, skills-training, advisory and financial assistance are avenues which could be further exhanced. Furthermore, women's activities already carried out in the other sectors, could be extended to the agricultural field also. The NCCSL gives its fullest support to the programmes of the National Women's Committee conducted at national and regional levels.

The Kurunegala Agricultural Cooperative Society Ltd

The Kurunegala Agricultural Cooperative Society is situated in the North Western Province. Members of the society are provided with credit for agricultural activities through the Rural Bank of the MPCs. The members are also provided with fertiliser and agricultural implements at subsidised rates. Each member

should own more than half an acre of land to be a member of the society. The members are provided with loans and advice to improve the activities and yield. The society also purchases their produce at reasonable prices.

Beginning of Women's Committees in the Cooperative Movement

The United Nations Organisation had declared 1975 as International Women's Year. Special interest was taken in women and their activities throughout the world. As a result of which the ICA and SCC Women's Guilds conducted an International Seminar in Malaysia on the subject of 'Role of Women in Cooperative Development'. The active interest and participation of three women cooperators from Sri Lanka and the high literacy rate of women in Sri Lanka encouraged the SCC and the ICA to collaborate in fielding a Project for the Development of Cooperative Women in Sri Lanka.

The most important outcome of the seminar was the formation of women's committees in the multipurpose cooperative societies at primary, district and national levels. By 1979 the cooperative women's organisation was established strong enough to commence a project under the women's education programme. This project commenced in 1980 and extended its activities to other types of cooperatives in the country.

A brief survey was conducted in 1990 to assess the impact of the above project on the development of cooperative women in Sri Lanka, and it was observed that women's committees have been formed in 91.4% of the societies, 81% women members were represented in the general body and 12% were in the boards and committees of these cooperatives.

Within the SANASA (thrift and credit) movement, 1,841 women's committees were formed upto 1990. The membership of women exceeds 99,772. There were 925 primary level women leaders and 295 district level women leaders.

National Women's Committee of the
National Cooperative Council of Sri Lanka

A National Women's Committee of the NCCSL was formed in 1976 as a result of the interest and upliftment of women's development during the International Women's Year in 1975. There are 160 women's committees formed in the multipurpose cooperatives with an approximate membership of 600,000. Five member women's committees are functioning in each district. The NCC National Women's Committee consists of nine members representing the nine provinces in the country plus a representative from the Cooperative Department. The term of office of the committee is three years. The committee acts as an advisory body to the NCCSL.

The objectives of the NWC are:

- Strengthening women membership;
- Developing women leadership;
- Upliftment of social and economic status of women;
- Extending women's committees;
- Developing pre-schools;
- Skills development and generating self-employment;
- Development of knowledge, skills and attitude.

Various activities were conducted by the women's committees all over the Island which include :

- Membership development;
- Leadership training and skills development;
- Handicrafts and pottery making;
- Extension of women's committees;
- Conducting women's committees meetings; ,
- Preparation of syllabi for pre-school, school teachers;
- Improving quality of production;
- Involving women in conservation of fuel, energy and environment,
- Income-generating activities; and
- Information on nutrition, child care, family health, balanced diet and all subjects of interest to women.

Women's Committees within SANASA (Thrift and Credit Coops)

Though women's committees were organised within the MPCs in 1976, it filtered into the Sanasa movement only during 1984/85. A national level workshop was conducted in 1986 and the first National Women's committee was elected. The Committee formed guidelines to be used while forming women's committees and accordingly primary, regional and district level women's committees were formed at all levels. The term of office of Sanasa Women's Committees is one year. These are elected by the general body. The objectives of the Sanasa women's committees are similar to those of MPCs.

The activities of the Sanasa Women's committees include:

- Professional training in flower making, curio-making, preservation of fruits and vegetables, making soft toys, making yogurt, dressing of brides and hair styling, stenography and scientific dress-making;
- Development of skills of the housewife in maternal and family health, child welfare and protection, planning of family and household budgets, home gardening, fuel conservation, and advice on saving money, time and energy in household activities;
- Additional income-generating activities such as identifying planning and conducting self-employment projects, credit facilities for such activities, coordination of marketable produce and markets, sales point for maximum benefit to the producer and encouraging development of savings activities;
- School development activities like introducing younger generation to Sanasa through children's societies, organising pre-schools, organising religious and voluntary activities, commencing adult education programmes and conducting programmes and contests to highlight their abilities and skills.

Impact of Women's Committees on Sanasa Movement.

Most of Sanasa women's committees are only 5-6 years old. The Sanasa women's committees have had the following impact on the movement:

- There has been an annual 10% increase in the membership among women;
- Women leaders have been elected to district union boards, and the boards of directors of the Federation;
- Commencing of additional income-generating projects to develop economic strength;
- Equal distribution and sharing of responsibility of men and women in a family unit;
- Development of unity, goodwill and voluntary participation in social activities.

Women's Committees of Fisheries Cooperative Federation

The structure of the fisheries cooperative movement consists of four levels i.e. village, regional, district and national levels. There are nearly 100,000 fishing families with a population of 500,000 living in the coastal areas and in and around inland fishing areas near rivers and lakes. The common aim of this movement is to develop the fishing industry through cooperatives and develop the economic and social status of fishermen besides providing credit and fishing gear to them.

The Fisheries Federation has stepped up its efforts to form women's committees and a national women's committee for this sector is expected to be formed soon. The main objectives of these committees would be to provide education to rural fisherwomen, to give them the strength to be at par with others in the society, to encourage them to develop savings habits with the ultimate aim of forming their own fisheries cooperative bank.

The NCCSL has assisted the Fisheries Cooperative Federation to conduct a number of workshops and training programmes for women on nutrition, preservation of food, savings, batik industry.

Women's Committees in other Sectors

Women's committees have been formed in the agricultural, handicrafts, textile weavers cooperatives. Special interest has been taken by the NCCSL to form women's committees in the Mahaweli Pilot Project area. The women members are actively engaged in processing rice in a clean and economical method, home-gardening and sewing. They also covered issues like environmental conservation and sustainable development, especially in home gardening emphasising on soil conservation and afforestation. A few dairy cooperatives are training women in rearing milk-cows, goats, pigs, poultry and yoghurt preparation.

Problems of Women's Cooperatives

In Sri Lanka most women are active in various types of cooperatives, such as consumers, fisheries, thrift and credit and agricultural societies but still they have not been represented proportionately to their numbers. As a result, the cooperative movement has lost the benefit of additional resources which women cooperators could provide in the successful promotion of social and economic development.

Some of the major problems faced by the women's cooperatives are as follows:

- Lack of awareness about potentiality of cooperation among the women owing to illiteracy;
- Lack of coordination and poor communication within the cooperatives and in between the women's programmes;
- Weakness of some cooperatives, especially the primaries in organisation and administration of women's programmes;
- Inadequacy of funds and poor financial arrangements;

- Lack of enlightened membership and leadership;
- Lack of motivation;
- Social systems, customs and traditional attitudes against women's participation;
- Lack of time to participate actively in the movement due to household responsibilities;
- Absence of adequate training facilities for the members at all levels.

COUNTRYWISE PARTICIPATION IN ICA-JAPAN TRAINING COURSES FOR RURAL WOMEN
LEADERS OF AGRICULTURAL COOPERATIVES IN ASIA HELD AT IDACA-TOKYO, JAPAN
(Training Course I-IV)

Course Number Participating Countries	Bangladesh	India	Indonesia	Jordan	Malaysia	Philippines	Sri Lanka	Thailand	Vietnam	Total Number of Participants
	1	2	3	4	5	6	7	8	9	
COURSE-01 Aug 21-Sep 14 '91	-	-	2	-	-	2	-	2	-	06
COURSE-02 Aug 25-Sep 19 '92	-	2	-	-	2	-	2	-	-	06
COURSE-03 Jun 12-Jly 08 '93	2	-	-	-	-	-	-	2	2	06
COURSE-4 Oct 17-Nov 12 '94	-	2	-	2	-	-	2	-	-	06
TOTAL	2	4	2	2	2	2	4	4	2	24

VIII. OBSERVATIONS AND RECOMMENDATIONS
MADE BY THE PARTICIPANTS

The six participants representing India, Jordan and Sri Lanka, after having participated in the 4th training programme for a duration of four weeks in Japan, held at IDACA, Tokyo, during October 17-November 12, 1994, devoted two full days to summaries their own observations and also made some general suggestions for the Japanese Agricultural Cooperative Movement. Observations made by the participants are as follows:

I. OBSERVATIONS

01. Agricultural cooperatives in Japan have agreed to adopt JA (Japan Agriculture) as a CI (Corporate Identity) with a view to consolidate all agricultural cooperative business under one common banner. The Movement is now known as a JA Group.

02. Agricultural cooperatives in Japan are the most advanced institutions which strive to give the maximum services to their members - both social and economic. These services range from orientation and education to high profile economic results. The main aim is to secure the future and economic stability of the family of the farmer and to ensure that the farmer earns as much as his wage-earner counterpart in the city.

03. Well-integrated cooperative systems have been adopted by the agricultural cooperatives with a special emphasis on 'agro-processing' through which the principle of 'value-addition' comes into play, resulting into higher incomes to the farmer.

04. The agricultural cooperatives are gradually moving to achieve a two-tier system instead of the present three-tier with a view to enable the primary cooperatives to be in direct touch with their corresponding national business/promotional federations.

05. Agricultural cooperatives in Japan have been reduced in number over the last few years due to the process of amalgamation of cooperatives with a view to make the cooperatives more viable and efficient. The process of amalgamation is voluntary and involves a lot of consultations, persuasion and interaction among the leaders. The process is time-consuming. The process has the backing of the Government. The main emphasis has been to

rationalise the business operations of a cooperative and to help the farmers to produce more of high quality products which will bring higher economic returns to them.

06. The number of farmers has been gradually reducing due to the aging process. The younger generation is slowly moving away from the farms to the cities to look for cleaner and more sophisticated jobs instead of working in the paddy fields.

07. Agricultural cooperatives have developed a strong network to meet the marketing and purchasing needs of the farmers. The national level organisations try hard to provide the farmers with the most relevant farm machines, farm inputs, guidance, credit and information so that the farmers concentrate on their farming activities.

08. Primary cooperatives have developed an efficient and reliable two-way communication with the members so that the cooperatives and the members remain in constant touch with each other.

09. Although the women in Japan are not the members of agricultural cooperatives, their role in the development of farming cannot be overlooked. They contribute not only to agricultural production but also to the total welfare and upliftment of the family through their own imaginative work. It is suggested that they are enrolled as full members of agricultural cooperatives.

10. Agricultural cooperatives contribute significantly to the promotion and development of women's associations which are mainly patronised by the wives and close relatives of farmer-members. The women's associations have, therefore, been able to create a parallel network of their own under the banner of the National Federation of Women's Associations of Agricultural Cooperatives. This national federation provides a variety of inputs to the local and prefectural level women's associations e.g. national priorities, relationship with cooperatives, marketing strategies, social activities covering family welfare, balanced food, joint distribution system of food supplies, cooking, dress-making and others. The Associations, therefore, have emerged as a strong segment of agricultural cooperative movement in Japan. Though informal in character, they have developed a strong sense of purpose.

11. Women's associations in Japanese agricultural cooperatives undertake activities of varying interests. Some of these are: home maintenance, educating young girls and brides in using traditional dresses and appreciating traditional folk songs and arts, physical exercises, domestic and international travels, flower arrangements, joint purchasing through 'Han' groups, traditional tea ceremony etc.

12. The women's associations have been able to contribute significantly to the overall development and welfare of the Japanese farmers' families. They have contributed to the overall development of younger generation bringing home to them that farming is an equally remunerative profession.

13. The women's associations have also developed and operated effective programmes aimed at providing service and care to the aged by looking after their food requirements, health needs, and entertainment on voluntary basis. The national federation would do well to help propagate their achievements in other countries of Asia and provide more and more of technical assistance by developing a strong net-working with corresponding women's committees.

14. The experiences of Japan in the fields of: (i) high quality production, (ii) systematic planning of agricultural produce, (iii) organisational and managerial capabilities, (iv) participation of women in agricultural cooperative activities, (v) setting-up of effective research and development facilities, (vi) strengthening a strong information system, (vii) provision of safety and security to the farmers and their families, (viii) joint purchasing and marketing systems, (ix) better living and farm guidance activities, are some of the key areas which need to be brought to the attention of cooperative decision-makers in the participating countries.

Better Living Activities

While farm guidance activities aim at increasing productivity and reaching the income target of the farm households, the better-living activities attempt to enrich life and environment through services and programmes which can enable farm household members in leading 'healthier and richer life'. The fast-moving agricultural scene in Japan has brought about far-

reaching changes in the life of rural communities within a span of a few decades. While the economic condition of the rural people has been strengthened through the increased income both from agricultural and non-agricultural sources, the social structure and the family inter-relationship have weakened because of the limited involvement in farming of most of the farm household members and the resulting migration to urban areas either for permanent residence or for employment in industries in the nearby areas. As migration of the menfolk is larger than the womenfolk, increase in the percentage of working population of women in agriculture has become evident.

Better living activities in agricultural cooperatives are being conducted since the early sixties. However in view of the rapid urbanisation of rural areas and also in view of the weakening of the ties among the rural community members, the need for organising cultural and welfare activities has become more important. The 17th National Congress of Agricultural Cooperatives held in October 1985 formulated a new strategy called 'the Basic Principles of Agricultural Cooperatives - Better Living Activities'. These activities are now more pronounced and widespread among most of the cooperatives.

The overall aim of better living activities is to overcome the shortcomings in rural living conditions for better livelihood among farm households while simultaneously preserving the character of the rural society, its culture, traditions and the environment. The emphasis therefore, is on education, traditional festivals, health programmes, family welfare programmes and activities aimed at obtaining quality goods and services at the most reasonable prices.

Organisational Structure

Better-living activities are basically organised at the primary cooperative level and its interest groups. They differ from cooperative to cooperative. The 'Han' groups at the hamlet level take leading part in conducting better living activities. One Han group consists of 5 to 10 farm households. Only 4 per cent of cooperatives have active Han groups. Most activities are handled by the women's associations, youth associations, the hamlet-level farming groups and other interest groups. At the prefectural level, the prefectural welfare federations, prefectural unions, economic federations and credit federations of

agricultural cooperatives provide technical and policy support to the primaries while the Central Union of Agricultural Cooperatives (JA-ZENCHU) arranges educational activities and provides facilities for the training of better-living advisers. The funding of better-living activities is mainly through the primary cooperatives. Some of the welfare and health-control activities are conducted in line with the linkages with the mutual insurance activities of primary and higher level federations.

Better-Living Advisors

Most of the large cooperatives have their own departments for better-living programmes encompassing both welfare and economic activities. Some of the smaller cooperatives rely on general staff for this purpose. The interest groups are the most important in this field. The staff members, responsible for coordinating and conducting these activities, are the better living advisers.

Main Activities

There is wide scope for each cooperative to organise these activities as the range of such activities is unlimited. However the main group of activities are as follows:

- Activities for good health
- Consumer activities
- Consultancy services
- Cultural programmes
- Programmes for senior citizens
- Environment protection
- Measures for supplementary income, and
- Better-living for mutual advantage.

Women's Association of Agricultural Cooperatives (WAAC)

Over 85% of agricultural cooperatives have established their own women's associations with a total membership of 2,570,000 accounting for 51% of the total number of farm households. The membership is rather stagnant due to the decreased interest of younger members of the farm households. At present this is the second largest in Japan and the largest in rural community. The main principles of women's association are:
(i) Promotion of agricultural cooperative movement,

(ii) Membership open to women only, (iii) Self-governing management, (iv) Solidarity and (v) Political neutrality. In addition to better-living activities, the associations take interest in farm management and improvement of women's status in the society.

While credit, marketing and purchasing are carried out by the Women's Association (WAAC) members, processing is not undertaken. The WAAC also helps its members in insurance business. The WAAC covers better-living activities adequately. The WAAC members are assisted in book-keeping, dressing, upkeep of house, introduction of new kitchen utensils, safe and healthy environment in inculcating civic sense and behaviour pattern of members within the society. Encouragement by WAAC to develop kitchen gardens in almost every farmer's house has helped the home economy. Health care of family members is another important contribution of WAAC. Better-living activities like joint cooking, common bath, piggy bank, laundry place, group saving, water supply, group activities and joint purchasing activities were the other factors.

Study meetings of group farming and means to find jobs other than seasonal work was another important activity of WAAC. The exchange with overseas women's associations made the WAAC members more informative. The WAAC is financially independent and has autonomous management. It motivates young married ladies to take up farming and in maintaining the culture and tradition of the society. Music classes, cooking classes, kitchen gardens, dressing, English language classes are held to sustain the interests of young ladies. Looking after the aged and the young is another important activity in which WAAC lends its helping hand.

The 19th Congress of agricultural cooperatives held in 1991 passed a resolution which said 'we will promote participation of farm successors and women as regular members by setting up targets to expand and rejuvenate the organisation and business bases' and 'we will promote selection of representative members and directors from among youth associations and women's associations'.

National Association of Women's Association of
Agricultural Cooperatives (JA ZEN FUKYO)

Organisational structure of National Women's Association of Agricultural Cooperatives WAAC is that of three-tier, primary, prefectural and national level. As of 1991, there were 2,169,200 members of women associations representing 3092 organisations in 47 prefectures. The WAAC had established a plan entitled 'the Path Towards 21st Century for WAAC'. Under this three-year Plan of Action, the "Plan for Vitalisation of National Council of Women's Associations of Agricultural Cooperatives (San San Plan)" is now currently under way. A study campaign for three million women is under implementation. The following four major activities have been developed under this plan:

- Securing safety in dieting habits to protect health of family members,
- Support to and care of aged people of the society,
- Care and protection of environment through the protection of immediate living environment,
- Uplifting the status of women.

The programme of WAAC has been built on three principal pillars e.g. 'Let's Create', 'Let's Protect' and 'Let's Get'. These are

Let's Create

- Let us create and produce healthy and high quality food.
- Let us create local environment where it is comfortable to live and to participate in the activities of WAAC.
- Let us establish vigorous and active associations.

Let's Protect

- Let us protect domestic agricultural products and healthy foods to eat.
- Let us protect local and global environment.
- Let us protect weaker sections of the society such as children and aged persons.

Let's Get

- Let us get a place where women participate in farm management, agricultural cooperatives and local administration.
- Let us get the way of life by our own hands.
- Let us get a cordial life.

These tasks are sought to be promoted at three-levels - at the level of individual members, at the level of WAAC and at the level of local community. It has been envisaged that all JA women associations shall cover the following subjects besides their regular subjects:

Safety of foods (production and distribution of safe and high quality foods) - Campaign against harmful and chemical additives, dangerous food colours, imported foods containing residues of agricultural chemicals and other questionable foods, preparation of locally grown foods, chemical-free food items, and improvement of farm practices.

Support to and care of aged people of the society - It is important to create a local community where human rights of the aged is respected and provide them with cordial, bright and worthy lives.

Care and protection of environment through the protection of immediate living environments - promotion of recycling of waste resources, curtailment of wastes, energy conservation, enhancing interest in global environment protection issues.

Enhancement of status of women - Organisation of promotional groups to provide special knowledge, technology, and systems necessary for agriculture and renovation of agricultural management, enriching social life and to create conditions for leisure and recreation for women. Also to work for the safety of women against 'overwork', less evaluation in management and few opportunities to speak or express.

Women's organisations are available right from the primary level to the national level as autonomous organisations supplementing and complimenting the work and activities of cooperatives. Women associations are voluntary in character and composed of farm women and housewives. These associations aim at improving the family living conditions through programmes of better living ably supported by agricultural cooperatives.

At primary level they encourage women to participate in better living activities and invigorate to realise 'cordial life with rich communication' by: (a) Centering on younger generation; (b) Strengthening social activities among the young ladies groups; and (c) Organising cooking classes, English language classes and introducing western dancing etc.

At prefectural level they provide the networking for all women associations within the area. Some of the principal functions at the prefectural level include:

- Help and support in the preparation of business plans through surveys, home visits and consultancies.
- Help in the process of amalgamation and restructuring of agricultral cooperatives.
- Enhancing personal exchange of experiences between the primaries and prefectural level cooperative organisations and federations.
- Networking of computerisation.
- Develolping public relationship.
- Establishing and furtheing environment-friendly agriculture.

- Creation of cordial life with effective communication.
- Setting up and operating distribution centres.
- Food ingredients centres.
- Rice Milling.
- Laundry Machine centres.
- Food processing centre.
- Self-supply systems.
- Kitchen gardening promotion and advisory services.
- Establishing legislative activities to establish fundamental agricultural policies.

In general women's associations cover almost all aspects of human life and try to correlate them with the working of their agricultural cooperatives. Of special attention are the environment-related activities e.g. emphasis on recycling of waste resources i.e. collection and systematic handling of glass bottles, waste paper, empty cans, use of left-over cooking oil for washing-soap preparation, general cleanliness, waste water disposal, care of plants and trees, discouraging use of high-salt contents in food items, reduction of sugar consumption in food articles, avoiding high fat contents, regular exercises, etc. Great attention is being paid by these associations in encouraging the younger generation to take part in cooperative activities through contents, music, social service, and also enhancing interest in national culture and traditions e.g.. traditional dresses, traditional foods, traditional music and arts etc.

II. RECOMMENDATIONS

India

The two participants from India (one representing the Bhopal Cooperative Dairy and the other representing the Karnataka State Cooperative Agriculture and Rural Development Bank - both nominated by the National Cooperative Union of India) felt that the activities of the women's associations in Japan are of special interest to the Indian Cooperative Movement. The participants made the following recommendations:

01. Women's associations within the agricultural cooperatives should be organised using the experiences of the women's associations of the Japanese Agricultural Cooperative Movement.
02. Women cooperative organisations should undertake activities which aim at enhancing the social and economic status of women members. Some of the activities could be:
 - Family welfare programmes
 - Care of the aged
 - Conducting health promotion activities
 - Joint purchasing activities
 - Promoting environment-friendly programmes
 - Promoting nutritious food
 - Arranging training in household activities e.g. sewing, embroidery, knitting, household maintenance
 - Production of household goods and foods by using used cooking oils, cooked rice, used clothes, papers etc.
03. Promotion of savings among children.
04. Promotion of kitchen gardens.
05. Promotion of literacy campaigns among women.
06. Promotion of family budgeting and identification of income-generating activities.

07. Since many women are involved in agricultural cooperatives indirectly they also become major contributors to national food production. Through orientation, education, training and information systems, their understanding of agriculture and farm technology need to be enhanced. They could be given training on farm planning and management, livestock management, poultry activities, fishery activities so that they can contribute more effectively in raising the income of the family.
08. The participant from Karnataka promised to organise a State level plan for systematic training and education of rural women members to improve the social and economic conditions of farmer-families of agricultural cooperatives in her State.
09. The participant from the Bhopal Dairy promised to organise women's groups among the dairy farmers to look after the livestock and to enhance the production of milk and to keep the animals in good state of health.
10. A national federation of women cooperatives be organised early so that specific plans of development are prepared for women in cooperatives.

Jordan

The two officials representing the Jordan Cooperative Organisation and the Women's Cooperative Union keenly observed the activities of the agricultural cooperative movement and the women's associations of Japan. Based on their observations and studies, they made the following recommendations:

01. The Jordan Cooperative Organisation and the Women's Cooperative Union should, in the near future, consider picking up relevant experiences from the women's associations of Japanese agricultural cooperatives for replication in Jordan.

02. The JCO and the WCU should arrange to sponsor further study visits to Japan to clearly understand the organisational pattern and activities of women's associations in Japan.
03. The welfare activities of the Japanese women's associations in the sectors of child care, care of the aged, education and development of women, cooking of balanced diet, health care programmes, enhancement of social standards of women, sustaining folk art, embroidery, carpet making, sewing have been of great importance. It was felt that the multipurpose cooperatives and women's associations of Jordan could initiate such activities with a view to provide security and additional income to women and families of the members of cooperatives.
04. A special committee within the JCO or the WCU be formed to design a scheme for Jordan Cooperative Movement on the pattern of the women's associations of Japan.
05. The participants offered to provide guidance to JCO and the WCU on the basis of the learning experiences from Japan in the following sectors:
 - Cooking classes
 - Development of kitchen gardens
 - Book-keeping of family expenses (household budgeting)
 - Cultural and sports activities
 - Environment protection
 - Incentives for nursing of aged people
 - Designing of a health care programme.

Sri Lanka

The two participants from Sri Lanka representing the National Cooperative Council of Sri Lanka and the Kurunagale Multipurpose Cooperative Society, made the following recommendations:

01. The national women's committee of Sri Lanka should develop programmes for multipurpose cooperative societies and other women's cooperatives to undertake the following activities:

- Health care programmes,
- Balanced diet for children, mothers and the aged,
- Development of kitchen gardens,
- Joint purchasing activities to save on expenses,
- Avoid wastage,
- Protection of environment,
- Handicrafts development and marketing of products,
- Household budgeting.

02. In order to implement these programmes, the National Cooperative Council of Sri Lanka together with the National Women's Committee should develop relevant education and extension programmes, and prepare relevant simple informatory material for a wider distribution in the country.

III. GENERAL RECOMMENDATIONS

01. The participants suggested that the members of women's associations in Japan be made full and regular members of agricultural cooperatives.
02. Old farmers be appointed by the agricultural cooperatives as their advisors/consultants, on payment basis, to make use of their experiences.
03. The International Cooperative Alliance continues to organise such programmes more frequently for the benefit of women members in Asia. The ICA should seriously consider increasing the number of seats per course to give study opportunities to more countries.
04. The ICA may organise follow-up workshops in the Region with a view to assess the performance of former participants and to encourage the national cooperative organisations to develop programmes for women and women cooperatives based on the experiences of Japanese women's associations.
05. The final reports of such training courses be forwarded by the ICA to participating member-organisations requesting them to follow-up the recommendations made by the training course.

IX. CONCLUDING SESSION

The concluding session of the Fourth ICA-Japan Training Programme for Rural Women Leaders of Agricultural Cooperatives in Asia organised by the International Cooperative Alliance in close collaboration with the Central Union of Agricultural Cooperatives (JA-ZENCHU) in Japan was held at IDACA on 11th November 1994. The programme was attended by six participants from India, Jordan and Sri Lanka. The programme was held from 17th October to 12th November 1994. The programme was funded by the Ministry of Agriculture, Forestry and Fisheries of the Government of Japan.

On the successful completion of the training programme in Japan, the participants were awarded Certificates of Participation by the Managing Director of the IDACA. The concluding session was addressed by Ms Masako Saito of the International Cooperation Division of the MAFF; Mr Daman Prakash, Project Director of the Programme from the ICA Regional Office for Asia and the Pacific; Mr Harumasa Harada from the International Department of JA-ZENCHU; and Mr Shiro Futagami, Managing Director of IDACA.

The participants expressed their deep appreciation to the International Cooperative Alliance, the MAFF, JA-ZENCHU and the IDACA authorities for the opportunity given to them to study the organisation and activities of the women's associations in agricultural cooperatives in Japan. The participants expressed their gratitude to the IDACA for facilitating their stay, studies and visits made to various cooperative institutions in Japan. Special thanks were extended to the leaders of cooperative institutions visited by them.

ANNEXE-I

COURSE PARTICIPANTS

- India 01 Ms Hintendra Kumari, Chairperson
 Bhopal Milk Cooperative Union Limited
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- 02 Ms Shailaja C. Jaliyal, Law Officer
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- Sri Lanka 05 Ms Sushila Pallihakkara
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- 06 Ms Morathenna Gunasekera
 President
 Kurunegala Multipurpose Cooperative Society Ltd
 Kohicogedera
 KURUNEGALA. Sri Lanka

COURSE PROGRAMME

- Oct 17 Mon Arrival of participants at IDACA, Tokyo
- Oct 18 Tue 01 Orientation Session about IDACA and its facilities
02 Inaugural Session
- Ms Masako Saito, MAFF
- Ms Keiko Suzuki, JA Zenchu
- Mr Shiro Futagami, IDACA
03 Presentation of Country Status Papers
- Oct 19 Wed 01 Japan - Its People, Society and Culture
02 Status of Agriculture in Japan
- Oct 20 Thu Organisational Structure, and Business Activities of Agricultural Cooperatives in Japan
- Oct 21 Fri History and Present Status of Women's Associations of Agricultural Cooperatives in Japan
- Oct 22 Sat Sightseeing in Tokyo
- Oct 23 Sun Free
- Oct 24 Mon Departure for Study Visits in Chiba Prefecture
- Visit to Edo Tokyo Museum
- Oct 25 Tue JA Chiba Prefectural Union of Agricultural Cooperatives
- Briefing on 'The Outline of Agriculture and Agricultural Cooperatives in Chiba Prefecture'

- Observation of Milling Factory of the JA Chiba Prefectural Economic Federation of Agricultural Cooperatives

- Visit to Tomisato Dairy Processing Plant of Zen-Noh
- Oct 26 Wed JA Sanbu
- Briefing on 'The Outline of Agriculture and Agricultural Cooperatives in the Area'

- Observation of the facilities of the Cooperatives (Vegetable collection and shipment facilities, agricultural machinery centre etc.)

- Meeting with a host family. Home Stay for three groups. (Discussions with leaders and members of women's association)
- Oct 27 Thu Meeting with the office-bearers and members of JA Sanbu and interaction with the members and leaders of women's association of the cooperative.

- Oct 28 Fri Day of interaction with the members of Women's Association of JA Sanbu.
- Visit to Komogawa Sea World
- Acquarium
- Oct 29 Sat Visit to Tokyo Disneyland
- Return to IDACA
- Oct 30 Sun FREE
- Oct 31 Mon Review of Study Visits and Interim Evaluation
- Nov 01 Tue Cultural Activities of the Women's Associations of Agricultural Cooperatives
- Nov 02 Wed Interaction with the office-bearers and members of the Women's Association of Tsukui-gun Agricultural Cooperative
- Nov 03 Thu National Holiday. (The Day of Culture)
- Nov 04 Fri - Presentation of a Case Study on the Activities of JA Tsukui-gun
- Observation of Health Control Activities and Joint Purchasing Activities of Women's Associations
- Nov 05 Sat Interaction and exchange of experiences with a Volunteer International Friendship Club in Tama area
- Nov 06 Sun FREE
- Nov 07 Mon - Role of a Better-Living Advisor
- Japanese Experiences on Family Planning and its Relevance
- Nov 08 Tue - Better-Living Activities of Agricultural Cooperatives
- Ways of Fostering of Women Leaders
- Nov 09 Wed Role of Government for the Improvement of Life and Status of Rural Women in Japan
- Nov 10 Thu Drafting of Programme Report through Group Work
- Nov 11 Fri - Programme Evaluation. Presentation of Reports.
- Concluding Session
- Ms Masako Saito, MAFF
- Mr Daman Prakash, Project Director, ICA ROAP
- Mr Harumasa Harada, JA Zenchu
- Mr Shiro Futagami, IDACA
- Award of Certificates to Participants
- Nov 12 Sat Departure of Participants to Home Countries.
-

REFERENCE MATERIAL DISTRIBUTED TO THE PARTICIPANTS

- 01 Japanese Culture, Society and Economy with special stress on Socio-Economic Conditions in Japan, and Present Status of Japanese Agriculture. Mr Yukio Abe of IDACA
- 02 Agricultural Cooperative System in Japan. Mr Shiro Futagami of IDACA
- 03 History and Situation of the Women's Associations of Agricultural Cooperatives in Japan. Ms Kiku Odagiri of JA Zenchu
- 04 Cultural Activities of the Women's Associations of Agricultural Cooperatives in Japan. Mr Yoshiaki Ohgane of Ie-No-Hikari Association
- 05 Case Studies of Activities of Women's Associations undertaken by JA Tsukui-gun. Ms Sachiko Bohno of JA Tsukui-gun
- 06 Role of A Better-Living Advisor. Ms Kyoko Miyamoto of JA Fukui
- 07 The Ways of Formulating Family Planning in Japan. JICEP
- 08 Better Living Activities of Agricultural Cooperatives in Japan. Mr Tomomitsu Iwasaki of JA Zenchu
- 09 Methodology of Fostering Women Leaders. Ms Kinko Horeei of Rural Home and Family Living Improvement Study Association of Japan
- 10 Actual Status and Problems of Women in Agriculture, Forestry and Fisheries Sectors in Japan. Ms Hiroko Tabe, of MAFF
- 11 Agricultural Cooperatives in Japan - The Dynamics of Their Development. Mr MV Madane of ICA ROAP
- 12 A Outline of Credit Activities of Agricultural Cooperatives in Japan (1984)
- 13 Background Notes for Study Visits to Chiba Prefecture. IDACA
- 14 Education Activities of the Agricultural Cooperative Movement
- 15 Government Policy on Agricultural Rural Development
- 16 History of Cooperative Development in Japan
- 17 JA Zenchu (The Central Union of Agricultural Cooperatives of Japan). Background Information.
- 18 Model Bye Laws of An Agricultural Cooperative Society (Japan)
- 19 Regional Agricultural Promotion through Agricultural Cooperatives (1989)
- 20 The Agricultural Cooperative Societies Law of Japan

- 21 The Norinchukin Bank Annual Report-1993.
 - 22 The Union of Agricultural Cooperatives of Japan-1980
 - 23 ZEN NOH (National Federation of Agricultural Cooperatives of Japan). Background Information.
 - 24 Statistical Handbook of Japan-1994
 - 25 A Guide to Insurance Business Operated by the Agricultural Cooperatives in Japan. ZENKYOREN Information material.
-

Present Condition of Agriculture in Japan

As already reported often in IDACA News, agriculture and agricultural cooperatives in Japan are at a crucial stage, facing increasingly severe problems, such as the aging of farmers, a lack of young people to take over farming from older generations, liberalization of farm produce, reduction of rice acreage and cooperative restructuring. In Japan, therefore, the Ministry of Agriculture, Forestry and Fisheries, agricultural cooperatives and various other agricultural organizations are working together to formulate every possible measure to solve a host of such difficult problems. As one of the steps to promote solutions, efforts are being exerted to establish a regional agriculture promotion system (through the development of hamlet farming on a group basis in accordance with regional agriculture promotion plans).

Following is the outline of the present condition of Japanese agriculture reassessed by JA-Zenchu's Farm Management and Better Living Department from the standpoint of accelerating regional agriculture promotion plans. (Tables on pages 8 and 9 are based on information gleaned from JA-Zenchu.)

1. Diverse Agricultural Management Bodies

(1) Changes in Number of Farm Households in Full-time and Part-time Categories

Farm households in 1991 totaled 3,789,000, representing a decrease of about 1.2 million to three-quarters of the 1975 level.

A look at marketing farm households in full-time and part-time categories shows that the number of households in Category I: Part-time farm households decreased significantly by 63 percent between 1975 and 1991.

Of all farm households, those in Category II: Part-time farm households and self-supplying farm households constitute 75 percent.

(2) Changes in Number of Farm Households by Size of Land Under Farming Operation

Against the backdrop of a decrease in the number of farm households, farming operations tend to be expanding, with an increase of farm households having 3.0 hectares or more of land.

(3) Changes in Number of Farm Households with A Core Male Farm Workforce

A look at the core farm workforce in the 16-29 age group shows that it has been reduced to one-quarter of the 1975 level whereas the workforce aged 60 and over has increased by 18.8 percent.

The core male farm workforce aged 60 and over, which accounted for 35.2 percent of the total in 1980, increased in 1990 to form 54.6 percent.

(4) Changes in Number of Young People Fresh out of School Taking up Farming

In 1991, the number of young people engaged in agriculture after graduating from school was 1,700, marking a decline. On the other hand, of the new school graduates who took up employment in other industries, those concurrently working on their home farms or quitting jobs to return to the farms increased over the previous year.

(5) Changes in Number of Agricultural Production Corporations

Agricultural production corporations come in four different categories, i.e., agricultural producers' cooperative corporations, partnerships, limited partnerships and limited companies, but they are predominantly composed of agricultural producers' cooperative corporations, and limited companies.

A look at changes in the number of agricultural production corporations in recent years shows that limited private companies have been on the increase since 1985 whereas agricultural producers' cooperative corporations decreased in 1991, and that the total number of agricultural cooperative corporations registered a decrease in 1991.

In terms of primary farm crops, rice and wheat production — typical land utilization-type agriculture — remained stagnant since the 1980s, but in 1991, 41 additional agricultural production corporations were inaugurated, bringing the total to 599.

By membership, agricultural producers' coop-

6 IDACA NEWS

Reproduced from IDACA NEWS No.57, October 1 1994 Issue, published by the Institute for the Development of Agricultural Cooperation (IDACA) Tokyo, Japan.

erative corporations top the list with between five to 10 and limited companies, with three to four.

(6) Number of Agricultural Service Entities

Agricultural service entities total 21,814 nationwide.

By entity, there are many farm household groups and agricultural cooperatives.

2. Progressive Aging of Farmers and Increase of Female Farmers

(1) Agricultural Production Relying on Elderly Farmers

The ratio of elderly people (aged 60 and over) in the farming population, which stood at 35.8 percent to the total farming population in 1980, rose to 52.5 percent in 1990, accounting for the majority of the farming population.

Again, the share of progressively aging farm households (with members aged 60 and over mainly engaged in farming operations) in the production of staple farm crops is 28 percent and 24 percent on a rice and vegetable acreage basis, respectively, and 30 percent on a fruit growing acreage basis. Obviously the share has risen in recent years.

(2) Women Shouldering Agricultural Production

A look at farming operations in terms of the number of men and women involved shows that about one-third of marketing farm households are engaged in agricultural production with women working full-time (together with the support of men or with women only).

(3) Increasing Fatal Accidents During Farming Operations

In such circumstances, the number of fatal accidents involving farmers at work is increasing annually. While the number of women involved in accidents is substantial, it is men who are overwhelmingly involved in such accidents, presumably because of the mechanization of farm work.

By age group, farmers aged 60 and over accounted for about 60 percent of the total fatalities in 1990, as a result of the progressive aging of the farming population.

3. Present Status of Agricultural Production

(1) Changes in Component Ratio of Total Agricultural Output

Although agricultural production has leveled off in recent years, the total agricultural output increased in 1989 and 1990 on an upsurge in farm product prices, but the total agricultural output in 1991 came to ¥11.4548 trillion, almost the same level as in the previous year.

By category, the weight of rice diminished in 1991 to place second after livestock. As a whole, the ratio of vegetables, however, increased.

(2) Changes in Food Self-Sufficiency Rate

The food self-sufficiency rate continues to decline. The self-sufficiency rate on a calorie basis is 46 percent and the cereal self-sufficiency rate stands at 29 percent.

In an item breakdown, only rice and eggs have almost attained domestic self-sufficiency, while most other farm products rely on imports.

4. Present Status of Farm Household Economy

In recent years, the ratio of non-agricultural income to farm household income has increased, and more than 80 percent of farm households rely on income from non-farming business.

Again, the rate of household expenses covered by farming income has decreased also, now standing at only 22 percent.

By full-time and part-time farm households, the rate of household expenses covered by farming income is only 8.6 percent in the case of Category II: Part-time farm households, but 76.2 percent in the case of full-time farm households and 96.2 percent in the case of Category I: Part-time farm households. The rate is 116.2 percent in the case of full-time farm households with a core male workforce.

In terms of the size of land under farming operation, the larger the size, the higher the rate of self-sufficiency.

5. Present Farmland Situation

(1) Changes in Area of Arable Land

The area of arable land, which covered 5.2 million hectares nationwide in 1991, is annually diminishing.

(2) Changes in Non-Planted Land and Abandoned Farm

In 1990, non-planted land and abandoned farmland covered 160,000 hectares and 217,000 hectares, respectively. Abandoned farmland has tended to increase in recent years. The tendency was pronounced between 1985 and 1990 in particular.

(3) Changes in Farmland Liquidity

In recent years, arable land for cultivation has been converted to other uses through the establishment of the utilization rights instead of through the transfer of ownership.

In 1990, the area of arable land diverted to other uses through the establishment of the utilization right (under the Farmland Utilization Promotion Law) covered 51,000 hectares.

Japanese Agriculture As Seen From Statistics

Changes in Number of Farm Households in Full-time and Part-time Categories

(Unit: 1,000 households)

Year	Total number of farm households	Marketing farm households					Self-supplying farm households
		Total	Full-time farm households	Part-time farm households			
				Total	Category I: Part-time farm households	Category II: Part-time farm households	
1975	4,953	...	616	4,337	1,295	3,078	...
1980	4,661	...	623	4,038	1,002	3,036	...
1985	4,229	3,315	498	2,817	758	2,058	914
1990	3,835	2,971	473	2,497	521	1,977	864
1991	3,789	2,936	460	2,476	478	1,998	852

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Changes in Number of Farm Households by Size of Land Under Farming Operation (prefectures)

(Unit: 1,000 households)

Year	Total	Marketing farm households							Self-supplying farm households
		Total	Up to 0.5 ha.	0.5~1.0	1.0~2.0	2.0~3.0	3.0~5.0	5.0 ha. or more	
1975	4,819	...	1,995	1,436	1,086	236	67	9	...
1980	4,542	...	1,921	1,304	980	240	82	13	...
1985	4,120	3,215	804	1,182	883	234	93	19	905
1990	3,739	2,884	705	1,049	782	222	100	26	855
1991	3,695	2,851	632	1,058	797	227	107	30	844

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Changes in Number of Agricultural Production Corporations

Item	Year	1980	1985	1988	1989	1990	1991
Agricultural production corporations		3,200	3,168	3,609	3,633	3,816	3,748
Limited companies		1,939	1,825	1,986	2,020	2,167	2,184
Agricultural producers' cooperatives corporations		1,240	1,324	1,605	1,593	1,626	1,541
Rice/wheat farming		727	553	546	548	558	599
Livestock		1,131	1,262	1,472	1,462	1,564	1,508

Source: Agricultural Structure Improvement Bureau, MAFF

Changes in Farming Population by Sex and by Age

Year	Combined total of men and women	Men					Women				
		Subtotal	16~29	30~59	60 years and over		Subtotal	16~29	30~59	60 years and over	
					65 years and over	65 years and over				65 years and over	
1980	6,973	2,674	321	1,211	1,142	837	4,300	390	2,553	1,357	875
1985	6,242	2,444	203	1,019	1,222	874	3,798	236	2,097	1,465	919
1990	5,653	2,249	154	731	1,364	962	3,404	161	1,597	1,646	1,059

Note: Figures for 1980 are based on old definitions.

Source: MAFF, "Agricultural Census"

Overview of Farm Household Economy (national)

(Unit: 1,000 yen)

Item	Year	1965	1970	1975	1980	1985	1990
Farming income (A)		365.2	508.0	1,146.0	952.3	1,065.5	1,163.1
Non-agricultural income (B)		395.6	885.2	2,268.4	3,562.9	4,437.0	5,438.4
Farm household income (C)		760.8	1,393.2	3,414.4	4,515.2	5,502.5	6,601.5
Income from pension, donations, etc.							
Total farm household income (D)		74.3	198.7	546.3	1,078.6	1,413.4	1,797.2
Household expenses (E)		835.1	1,591.9	3,960.7	5,593.8	6,915.9	8,398.7
Household expenses (E)		654.5	1,225.2	2,650.0	3,942.0	4,700.7	5,274.3
(B) / (C)	(%)	52.0	63.5	66.4	78.9	80.6	82.4
(A) / (E)	(%)	55.8	41.5	43.2	24.2	22.7	22.1

Source: MAFF, "Farm Household Economy Survey"

Changes in Area of Land Under Cultivation (national)

(Unit: 1,000 hectares)

	1975	1980	1985	1988	1989	1990	1991
Total area	5,572	5,461	5,379	5,317	5,279	5,243	5,204
Paddy fields	3,171	3,055	2,952	2,889	2,868	2,846	2,825
Upland							
Total area	2,402	2,406	2,427	2,428	2,410	2,397	2,380
Ordinary upland	1,289	1,239	1,257	1,280	1,282	1,275	1,266
Orchards	628	587	549	511	487	475	464
Pastures	485	580	620	636	642	647	649

Source: MAFF, "Statistics on Land Under Cultivation and Acreage Planted"

Changes in Non-Planted Land and Abandoned Farmland

(Unit: hectares)

	Non-planted land				Abandoned farmland				Area ratio of abandoned farmland (1990)
	1975	1980	1985	1990	1975	1980	1985	1990	
National	209,957	184,334	140,310	159,998	131,422	123,078	134,870	216,785	4.7
Hokkaido	28,083	13,655	9,382	7,922	31,808	24,120	23,325	10,374	1.0
Prefectures	181,874	170,678	130,927	152,076	99,613	98,958	111,544	206,411	5.8

Source: MAFF, "Agricultural Census"

Outline of Conversion of Arable Land for Cultivation to Other Uses (national)

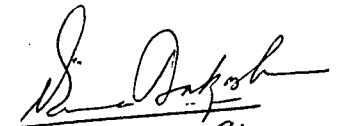
(Unit: hectares)

Area	Year	Article 3, Farmland Law and Farmland Utilization Promotion Law			Article 3, Farmland Law			Farmland Utilization Promotion Law	Article 20, Farmland Law	Exceptions to Article 19, Farmland Law
		Transfer of ownership		Land for tenant farming	Establishment of lease	Establishment of right through loan for use	Provision and transfer of right accompanying consignment of farming operations to agricultural cooperative	Provision of utilization right	Cancellation of lease, etc. (for purposes, including abolition of farmland)	Termination of utilization right
		Land owned by independent farmers	Land for tenant farming							
	1975	47,568	43,283	2,552	5,909	4,529	356	11	3,792	—
	1980	40,496	65,026	1,716	10,185	57,900	399	27,397	5,857	(3,700)
	1985	38,098	52,780	2,039	5,818	74,148	150	41,404	7,912	18,869
	1988	35,168	42,279	2,555	5,416	80,184	147	55,471	10,612	27,840
	1989	36,086	39,548	1,746	5,448	74,345	125	53,992	11,371	24,446
	1990	34,435	37,096	2,740	5,396	73,820	123	51,880	11,866	22,961







Source: Agricultural Structure Improvement Bureau, MAFF

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研修員名簿

平成6年10月17日(月)～11月12日(土)


10.11.94

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COUNTRY BACKGROUND PAPERS

- 1 India
- 2 Jordan
- 3 Sri Lanka

4th ICA/Japan training course for
women leaders of agriculture
co-operative in Asia.

[Venue : Tokyo, Japan.
Date : 17TH OCT 1994 to 12 Nov.1994]

COUNTRY REPORT

By : Mrs. Hitendra Kumari.

Chairperson

MILK PRODUCERS UNION LTD.
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CHAPTER - 1

INDIA & HER AGRICULTURE SPECIAL MENTION TO WOMEN :

GENERAL BACKGROUD INFORMATION ABOUT INDIA

India is the 7th largest country in the world with a total geographical area of 2.29 million sq. KM and a population of 899.5 million. The geography of the country is varied and consist of a vast coast line, plateaus, plains and high ranges of mountains, the Himalayas. It is one of the largest democracy of the world and pepole belonging to various nationalities, colours, religions and speaking different languages live in India.

In the Asis context, India is second largest in terms of population behind China (1.133.7 million). The per capita income in 1990 was US \$ 350 and annual rate of growth in GDP during 1980-90 was 3.1 %.

Almost 73 % of Indian population lives in villages and is dependent, directly or indirectly on Agriculture and allied activities. Despite such large agricultural base, the share of agriculture in the country's GDP is relatively low at 31 %. The fact that agriculture in India is still labour oriented, as manifested by agricultural labour force being almost 70% of the total labour force of the country, partly explains the situation. It also indicates, on the other hand, that there is still a vast untapped potential in the agricultural sector of India.

Relevant vital statistics :

- . Population of India 899.5 millions.
- . Life expectancy - 58 years.
- . Density of population - 267 per sq. km.
- . Food grain production (1990-91) - 176 million tons.
- . Rice production (1990-91) - 74.6 tones
- . Wheat production (1990-91) - 54.5 million tons.

- Oil seeds (1990-91) 18.5 million tons.
- Cotton production (1990-91) - 9.76 million bales
- Jute & Merta (1990-91) - 9.1 million bales
- Sugar cane (1990-91) - 240.3 million tons.
- Sugar production (1990-91) - 11.9 million tons.
- Irrigation potentials (1990-91) - 82.8 million hectares
- Fertilizer consumption (1990-91) - 12.6 million tons
- Milk production (1990-91) - 53.7 million tons.
- Bovine population (1987) - 51.81 - cross bred cows
557.58 Zebu cows

609.39

386.34 Water Buffaloes

Total 995.73

Crops in India :

The crops grown in India can be divided into two broad heads.

- 1) Rabi crops i.e. winter sown crops
- 2) Kharif crops i.e. rain fed crops.

Rabi crops : The major Rabi crops are Wheat, Barley, Gram, Linseed, Rape Seed & Mustard.

Kharif crops : The major Kharif crops are Rice, Sorghum (Jowar), Bajra, Maize, Cotton, Sugar cane, Sesamum and Groundnut.

Status of Agriculture :

Under first 5 year plan Agricultural production had shown striking improvement over the plan period. The output of food grains in 1955-

56 was at 64.8 million tons and was about 3 million tons above the target laid down in the plan.

The awareness to produce more foodgrains was created among masses in rural areas. In order to augment food production all round efforts were made on lab to land programme on one side, and the abundance availability of quality improved Seed, Fertilisers, Pesticides, Insecticides, was ensured on the other hand. Emphasis was also laid on creation of irrigation facilities.

The country made phenomenal efforts to attain "Green Revolution". During 1990-91 foodgrain production touched a figure of 176 million tons which is more than double the productions in 1955-56.

Unfortunately the foodgrain production was being raised on one side, the rapid population growth on the other liquidated the impact of the achievements.

Now people of the country have been enlightened to adopt family planning to keep population explosion at bay.

Some of the limiting factors to the growth of Agriculture efficiency in India are:

- ① Ever increasing pressure of population.
- ② Lack of adequate irrigation facilities.
- ③ The vagaries of the nature (drought, Rains, Flood etc)
- ④ Land Reforms.
- ⑤ Indiscriminate felling of trees and pressure on forest.

Status of women in agriculture and related sectors

A large share of employment in the rural unorganised sector is held by women. Employment of women in the rural unorganised sector is principally traced to nine employment systems. These are Agriculture Dairying, Animal Husbandry, Fisheries, Social and Agro-forestry, Khadi & Village Industry, hand Looms, Handicraft Sericulture and allied occupations. The first five sectors are broadly classified as Agriculture and allied occupation; the last four are categorised as Village and Small Scale Industries sector.

In India rural women constitute nearly 80% of the female population. They contribute largely to the country's economy which is mainly agriculture based. They are economically dependent on others. India being a predominantly parental society and because of the gender bias female population is exhibiting declining sex ratio and a lot needs to be done for alleviating problem of life expectancy, maternal mortality, illiteracy etc. The Government of India is seized of the problem and has launched numerous social welfare and educational schemes specially for women. In addition quota reservation are made in the spheres of polity employment etc. for meeting out social justice to women which was long overdue.

Number employed in the large employment system (in million)

	WOMEN	MEN
Agriculture	1.87	75.40
Dairying	75.00	5.00
Fisheries	1.00	1.80
Animal Husbandry	15.00	2.00
Khadi & village industry	1.70	1.90
Handicrafts	0.50	2.20
Sericulture	0.80	1.20
Handlooms	2.98	4.40

Indian women's contribution in socio-economic change in Rural areas has been immense but their own socio-economic upliftment has yet to make a definite progress.

CHAPTER -2

CO-OPERATIVE SECTOR IN INDIA.

General Background information.

Cooperatives, as we all know, are voluntary organisation for self and mutual help to achieve certain social and economic goals acceptable to the group. As an economic organisation, it has to function or business lines so as to manage its affairs in an efficient, effective and economic manner. Even though, it is supposed to be a group consisting of like minded persons sharing some common objective, it has to have someone at the helm of its affairs who can lead it, guide it and maintain its activities. A good understanding of the Cooperative principles of mutual trust, mutual help, good will integrity and honesty are always expected in the leadership and among the members.

“Green Revolution” was launched by our national government to acquire self sufficiency in foodgrain production and looking to its success “Operation Flood” programme was launched for boosting milk production. The entire operation was entrusted to cooperative sector in different parts of the country including MADHYA PRADESH.

Historical Development of Cooperative movement:

The evaluation of Cooperative movement in India dated back to last quarter of 19th Century. The 1904 Legislation had granted the Legal recognition to the Cooperative Societies. With the advent of time the Cooperative movement progressed and its legal constitutional framework was also strengthened. To combat the specific problems societies had consumer Cooperatives, housing Cooperatives, Dairy - Cooperative, Farming Cooperatives, Labour Cooperatives, Sugar Cooperatives, Credit Cooperatives, Land Development Cooperatives, Banking Cooperatives, Handloom Weavers

Cooperatives etc. have emerged based on the principles of Cooperation such as voluntary and open membership, Democratic control, limited interest on capital, equal distribution of surplus.

The Cooperatives in India have been assigned an important role for development in Five Year Plans. Although in the recent years rapid industrialisation has taken place in the country, the development of the rural areas still holds the key to its overall economic prosperity. Agriculture has so far been and would continue to be important for overall development. The functional Cooperatives in the areas of Dairy, Housing, Oil Seed, Fisheries, Horticulture etc. have witnessed a phenomenal growth in recent years.

Structure and organisation:

The Cooperative system which is federal in character has its roots in the primary Societies all federated in to district Central Cooperative Societies, which in turn are federated in to the State level. and then National level Apex Bodies. These tiers are related vertically on the basis of functional responsibilities and hence strengths and weaknesses in functioning of one tier affects the functioning of other tiers. The system has made phenomenal progress both organisationally and functionally.

Organization headed by me.

Bhopal Cooperative Milk Producers' Union Ltd .

Bhopal Cooperative Milk Producers' Union Ltd (BMU), of which , I am the first elected Chairperson, is one such organisation created under Operation Flood project. The Union was registered as a cooperative society on December 9, 1977 as a World Bank - International Development

Association (IDA) funded project (1977-83). Thereafter it has been included under the second phase of Operation Flood. Salient features of the Project are

Area of Operation	Eight Districts of Western Madhya Pradesh province of India.
Number of Village Cooperative Societies affiliated with the Union	7 07
Rural Milk Producer Membership	32576 families
Capacity of Centralised Milk processing Plant	15,00,00 Litres per day
Capacity of affiliated Decentralised chilling centres	78,000 Litres per day
Throughput Handled	125,000 litres per day

The Union is the leading marketing agency for milk in various towns falling under the milkshed area. In fact, it enjoys more than 75% market share. It markets milk containing different levels of fat percentage to suit consumer requirements in sachets of polyethylene. It is ensured that the milk is properly pasteurised and is untouched by human hands during its journey right from its receipt in the dairy plant to the consumer.

CHAPTER - 3

ORGANIZATION HEADED BY ME

PARTICIPATION OF WOMEN IN AGRICULTURE COOPERATIVE AND RELATED SECTORS:

The participation of women in Agricultural Cooperatives and related Sectors is an age old practice & Indian women have a vast experience in Agricultural and Dairy activities. The membership is open to womenfolk in Dairy Cooperative Societies and the legislation is so framed to provide representation of women members in the management committee of the such Cooperatives. They form the back bone of dairy farming in India because their participation covers major Dairy related activities. These activities include cleaning of milk shed, feeding and grazing of animals, watering and bathing of Animals, collection and processing of Dung, milking of Animals, carrying milk to the Dairy Cooperative Societies and so forth—all leading to the provision of substantial income to the rural families.

The participation of women in the Managing Committee meeting of the Dairy Cooperative Societies is also not uncommon, despite "purdah System" illiteracy and male dominated society. In Managing Committee Meeting they share their views and play an important role in decision making.

By virtue of their experience in many cases, they are seen to occupy as Chairperson of the Dairy Cooperative Society which is a key position for her to perform in the area of Rural-Upliftment. This even could go a long way for her to occupy the highest position in middle or the top tier organisation.

B ackground information about the Organisation where participant is working.

Bhopal Cooperative Milk Producer's Union Ltd. is the name of organisation where I am at present working as the first elected Chairperson. Bhopal is the capital of the State of Madhya Pradesh. The State of Madhya Pradesh was formed in the year 1956. During initial stage the activities of Dairy development were almost negligible. With a view to ensure with the availability of milk to the urban consumers, milk processing infrastructure was created in the form of pilot plants and Government Milk Supply Scheme at various places. Since the role of Government Milk Supply Scheme was confined to the supply of milk to the urban consumers, these Schemes had only an indirect effect on the milk production in the hinterland by providing a ready market.

In 1973 an integrated Dairy Development Project was prepared in consultation with National Dairy Development Board (NDDB), and was intended for milk shed of Bhopal, Ujjain and Indore on Cooperative lines, with the assistance of International Development Association (IDA). Thereafter finding these projects feasible, these activities were initiated in the State of Madhya Pradesh in 1975. The activities were initiated for the first place in Bhopal Milk Shed on Cooperative Lines.

The Bhopal Milk Union was registered on 9.12.1977 under the Madhya Pradesh Cooperative Societies Act 1961, by which time sixty primary Dairy Cooperative Societies were also registered. All these Dairy Cooperative Societies were organised on AMUL (Anand Milk Union Ltd) pattern which procedure was kept ongoing and is still in-vogue, under Operation Flood II, Phase-2.

Historical Development, structure and organisation

October 1981 was the Mile Stone in Dairy Cooperative. achieved the because by this time dairy plant of one lakh litres capacity was erected and commissioned. Prior to this period of time, the milk collected and transported to Bhopal was being supplied to the Government Milk Supply Scheme. Because the holding capacity of the Government Milk Plant was abnormally low the dairy cooperative society formation had been at a low pace. However, at the same time considering the vast stretch of Field the move had already been made to erect Chilling Centre at convenient places to chill and transport milk to Dairy Dock to maintain the quality of milk and to maintain linkage between society, Chilling centre and Dairy Dock.

The Dairy cooperative societies were provided initial inputs viz Mobile Veterinary route, Special Visit, for animal health care Education of Secretaries and Testers, Artificial Breeding, Balanced Cattle Feed, First Aid to animals. Over and above, these the market was provided to the producers at their doors to sell their produce and get instant payment on the basis of fat content of milk delivered by them.

The job opportunities were provided to the literate boys of the village which had solved unemployment problem to a certain extent among the rural mass.

The Bhopal Milk Union had their own board of Directors elected from the D.C.S.

The Board is the apex decision making body of the organisation. The success of a cooperative largely depends on the results of the decision taken by the board. These decision have of course to be within the framework of the cooperative societies Act, Rules and byelaws of the Cooperative Society.

During 90's the plant capacity had been increased from one

lakh litres to one and a half lakh litres of milk per day.

MY DUTIES AS CHAIRPERSON.

A. To adopt the cooperative strategy in an effective manner on an intensive and nationwide basis to take such steps as may be necessary for the purpose.

B. To promote plan and organize programs for the purpose of development of dairy and other agricultural based industries.

C. To render facilities for research and promotional activities in the field of cooperative dairy, animal husbandry and immunology.

D. To impart technical knowhow to primary dairy cooperative society for production, procurement of milk its preservation and marketing.

E. To finance dairy cooperative societies intended to stimulate the production preservation and consumption of milk and milk products.

F. To regulate the dairy and allied industries and functioning as a regulatory authority therefore.

G. To process relevant data and statistics necessary for the efficient management of the Dairy Industries.

H. To take any other activities as desired by the Apex Bodies having regard to this organisation.

OTHER ACTIVITIES OF MY ORGANISATION

A Technology mission on Dairy Development (TMDD) launched by Government of India in August 1988 aims and exonerating Dairy Development thereby increasing rural development and income of rural people. The various policies related to TMDD are as follows:

- Amendment of MULTI STATE Cooperative Societies Act:
- Amendment of Companies Act to incorporate a chapter on Cooperative Companies:
- Introduction of suitable legislation for effective prevention of infectious Disease in animal.
- Deservation of manufacture of Ice Cream and Poultry feed under small scale sector and privatising veterinary practices.
- To enhance the overall productivity of the Dairy Sector and increase the returns to the farmers, the Mission identified short term applied research programmes and assigned them to the National Research Institutes, various Agriculture Universities.
- B. Bull Mother Farm (BMF) and a Project Semen Station (PSS) established by M.P. Dairy Cooperative Fedaration to breed high pedegree and cross-breed exotic bulls for cross breeding of zebu heards having low milk production potential. Introduction of frozen semen technology right at the level of the village Dairy Cooperative members for Artificial Inse mination and thus,

rendering services to enhance the milk production of the milk shed area.

- C. Marketing of popularly known indigenous dairy products like Dahi (Curd), Sterilised Sweetened Flavoured milk (SFM), Shrikhand (Partially dried milk solids with sugar) ghee (Milk Fat Churned and cooked), butter milk with traditional spices are marketed through different kiosks for consumer in all major cities and towns of the state of Madhya Pradesh as also for railway passengers who are generally deprived off good quality drinks and food during their long distance journey.

- D. Aforestation programme taken up by the different primary cooperative societies with their own resources for ecological balance and prevention of pollution. Seeing the social and public awarness government is also likely to recognize these programme through participation in grants and kinds.

- E. For the creation of foundation of committed members of the primary dairy cooperatives Cooperative Development Group (CDG) has been formed. The group has continued efforts to strengthen the existing cooperative network through a series of measures aimed at Institutional Development, Improved Members participation and education. Special thrust has been given for the women and results are encouraging both in women right and business efficiency. One signigificant achievement thus noticed the partial eradication of corruptions malpractices generally practiced by their male counter part.

ACHIEVEMENT OF THE PARTICIPANT.

- A quantum jump in milk production and milk procurement from affiliated dairy Cooperative Societies (DCSs) through a multi punged strategy of paying remunerative price to milk producers, timely payments as well as major thrust

on cattle breeding programme for introducing germ plasm of high yielding exotic breeds.

- Involving member milk producers of Rural DCs at all levels of management through frequent interactions with them at the decentralised fora as also through policy decisions at the level of the Board of Directors of the organisations by elected representatives. As a result there is a renewed growth of faith of milk producers in their cooperative organisation has reflected by increase in number of functional DCs which number almost 500 presently.

- Launching a special drive for enrolling membership of DCs both in the existing cooperative and by forming new cooperatives.

- Laying emphasis on adequate review and monitoring mechanisms for timely corrective measures.

- Ensuing year round regular supply of milk, to gain consumer loyalty, even during summer months when the procurement of milk from the milkshed declines and the organisation has to depend on comparatively costlier sources of raw material.

- Broadening market share through better services to consumers and launching a wide range of products in consonance with consumer demand to maintain an edge in the market.

- The result of various efforts, both at commercial and developmental activities, have resulted in the organisation earning handsome Net Profits for itself. During 1993-94, the Union earned a Net Profit of INR 27 Million.

Problem faced by the organisation

1) The replacement of Plant machinery will be discomfoting as it is likely to

lay heavy financial burden.

- 2) The milk tankers will need to be replaced requiring heavy sums to spend.
- 3) Competition in milk marketing is likely to speed up with the advent of Dairies coming up in private sector.

MY MOTTO :

To make the Bhopal Co-operative Milk Producers' Union Ltd. A
ORGANISATION OF THE FARMERS, FOR FARMERS AND BY THE
FARMERS.

BOARD

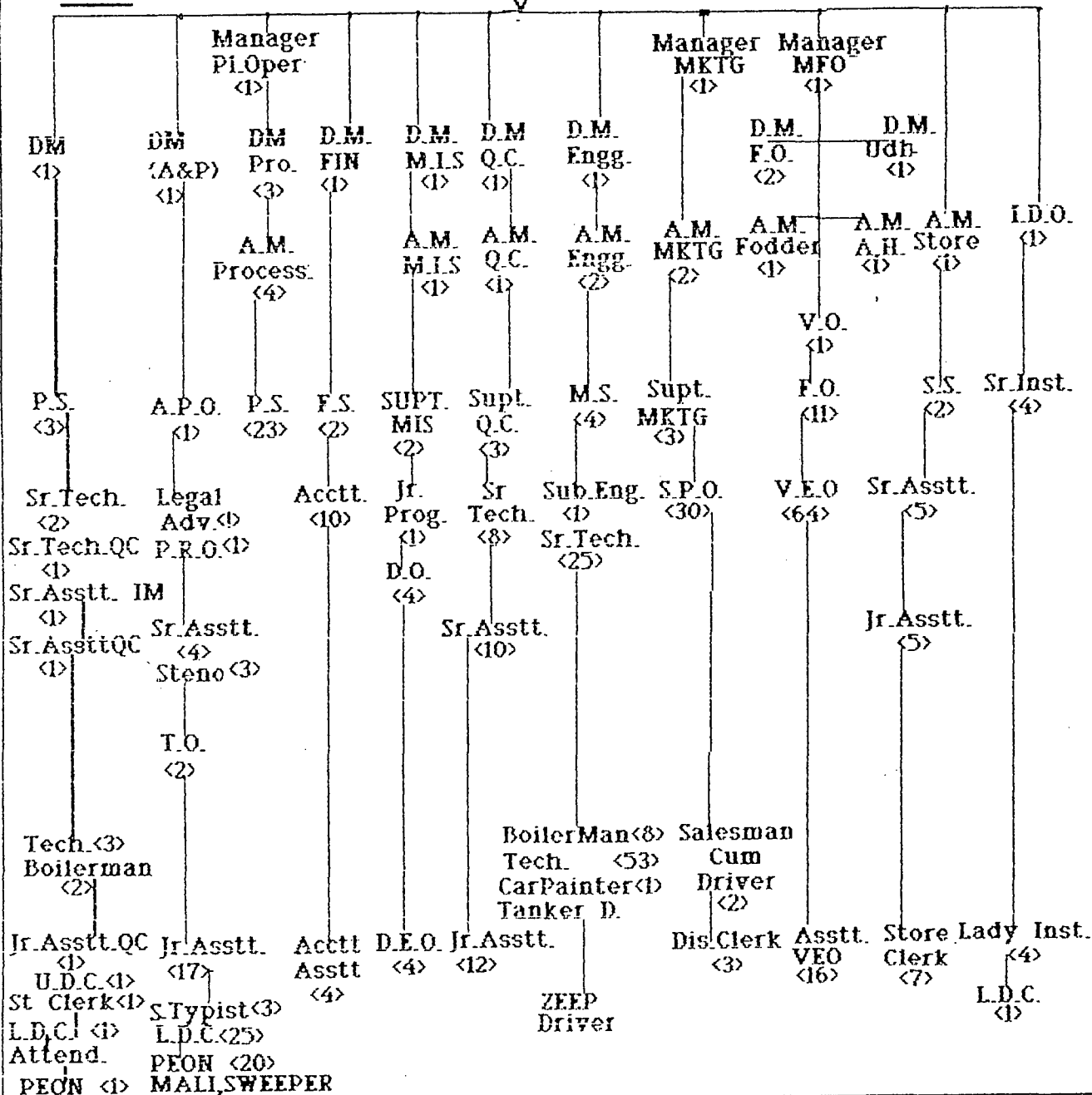
CHAIRPERSON

General Manager

C.C

I Auditor

P.A.



THE THREE TIER CO-OPERATIVE SYSTEM - IN M.P.

FIRST ---->

M.P. DUGDH MAHASANGH (S) MYDT

I.D.A.

OFF - II

↓ ↓ ↓ ↓ ↓ ↓ ↓
 IDS UDS **B. D. S.** RDS SDS GDS JDS

SECOND ---->

Bhopal Dugdh Sangh S Mydt

DISTRICT

7

IN HABITED VILLAGES

9,119

ORG. DCS

707

THIRD ---->

MEMBERSHIP

32576

WOMAN

5%

MILK PROC./DAY

65697

MILK SALE LT./DAY

1,20,000

Turnover in 89-90

22.67 Crores

Turnover in 93-94

40.96 Crores

From: BDC(MIS)

FOURTH ICA / JAPAN TRAINING COURSE

FOR

**Women Leaders of Agricultural
Co-operatives in Asia, Tokyo, Japan**

(ORGANISED BY ICA, SE ASIA)

AT IDACA, TOKYO

October 17—November 12, 1994

PAPER ON

“Women Leaders of Agricultural Co-operatives”

BY

Mrs. Shailaja C. Jaliyal

**K.S.C.A. & R.D.B. Ltd., Bangalore
Karnataka, India**

FORTH I.C.A./JAPAN TRAINING COURSE FOR WOMEN LEADERS OF
AGRICULTURAL COOPERATIVES IN ASIA, TOKYO, JAPAN. (ORGANISED
BY I.C.A., S-E ASIA).

AT IDACA, TOKYO
OCTOBER 17TH TO NOVEMBER 12TH 1994.

PAPER ON
" WOMEN LEADERS OF AGRICULTURAL COOPERATIVES "

BY

MRS. SHAILAJA C. JALIYAL
K.S.C.A. & R.D. BANK LTD., BANGALORE,
KARNATAKA, INDIA.

PREFACE

I am extremely happy that the ICA, Regional Office for South East Asia, New Delhi has planned a Training Course for Women leaders of Agricultural Cooperatives in Asia's participation in Cooperative activities from October 17th to November 12th 1994 at IDACA, TOKYO, Japan.

The main objects with:-

- (1) Consisting of: general background information about the Country relevant vital statistics, status of Agriculture, status of women in Agriculture and related sectors,
- (2) Consisting of: General background information about the cooperatives Sector, historical development, movement structure and organisation participation of women in Agriculture and Cooperatives and related Sectors.
- (3) Consisting of: General background information about the organisation where the participant is working, its historical development, structure and organisation functions duties and achievements of the participant in the present organisation. Future programme and plans of the organisation and problems faced by the organisation may also be discussed.

I consider it a great source of encouragement for women leaders of Agri cultural Cooperatives in Asia, as it gives ample opportunities to expose ourselves to the vander training aspects of leadership in the cooperatives.

As one of the participants from India(Karnataka Bagalore) I feel it previledged for having an opportunity of presenting this Country paper on the status of women cooperative societies in India. Naturally the problems faced by the cooperatives in different countries may be quite quite different. But always poverty and unemployment would be common in all the Countries. The basic purpose of any cooperatives all over the world is to elleniate powerty by providing gainful employment opportunities to the masses through cooperatives.

With this in view, I am sure the present training course will go a long way in equiping women leaders with all the necessary infrastructure to achieve their laudable objectives to serve the masses by removing poverty and providing gainful employment to women, particularly in rural areas. This course will help us to wipe out the last tear in the eyes of women who toil day and night for the welfare of that humaning at large. I am also previledged to present the activities of my organisation i.e. Karnataka State Cooperative Agriculture and Rural Development Bank. I assure that after the completion of this training programme, I shall do my best and rise to the expectation of one and all.

India is a democratic vast country having innumerable natural resources. We have about 85% of geographical area under man made ecosystem i.e., under the custody of the farmers. Out of which over 75% of the area are under uneconomic agriculture. Out of this 75% nearly half is unfair for any crops at all which can be put to better production. Nearly 70% of the people of India are depend on Agriculture and their main occupation is agriculture. Before, people of India were not using modern methods of cultivation, advanced techniques, use of pesticides, insecticides, disinfectant, use of Hybrid seeds, proper irrigation facility, use of modern weapons like Tractor, Trailer, implements. (Cultivators tiller, plough, case wheel). Due to above reasons the production of agriculture produce has come down. Then the people has to depend on Jaminders, Land lords for their livelihood by taking money. After some years, the debt has been increased and pile up. Then their children has to work in the field to clear the debts rised by their parents. During that time only the bonded labour came into force.

Empowerment of women and bringing them to the main spring of life is one the priority areas in the national development policy in India. In the early years of 1920's the women are not coming out of the home for field work. Now a days they are coming forwards to do work in all most all the fields. A national conference on women and co-operatives was held during 90-91, their main intention was to economic development and integration of women in the main stream of the economy and equity and social justice for all women. These goals have been set for protecting women's rights not only as produces/provides but also as individuals with human grace and dignity. In keeping to the holistic approach the perspective plan presents sectoral reviews of the situation of women in rural development, employment,

Supportive services, education, health legislation, political participation, media and communication & voluntary action and suggests strategies towards holistic development of women by 2000 A.D.

A fairly large portion of the female work force is engaged in economic activities especially in unorganised sector. According to IILD Women contribute 80% to dairy production and fish farming, share half work load in cottage industries and in processing, weaving, Garment making, Forestry, Horticulture, Self employed wardens, Sericulture, Pottery and others. Yet they remain poor labourers and not the owners of this products. due to lack of education, lack of transport facility, lack of good market for their goods, supply of raw materials and capital investment.

The areas of activities in which exclusive women co. operation are functioning may be classified into two broad categories.

- 1) Production of workers co. operatives.
- 2) Service Cooperatives.

The women production Co. operatives include the dairy, fishery, industrial, Handloom societies. In this category the women members work together in small groups on part or whole time and earn an income.

Service societies include womens consumer co. operatives, Tariff and credit Cooperative and Urban co. operative banks.

There are 758 women societies as on 3/3/93 in Karnataka of which only 704 are working number-Membership-Share capital. The no. of women co. operatives, its membership and share capital is an

important indicator to assess the profile of participation.

Year	No. of women co. operatives	Annual membership growth.	Annual paid up share capital	Annual growth
1986-87	3980	-	3.00	-
87-88	4809	20.8	3.43	13.2
88-89	5251	9.4	4.71	37.3
89,90	5478	4.1	5.39	14.4

The above table indicates that No. of women co. operative have increased during 86.87 to 89, 90, the membership and share capital also shows a rising trend in the above years.

The % of annual growth has constantly declined in the number of Societies while in membership the growth percentage has risen in 1988-89 but has declined in 1989-90. The annual growth percentage is paid up capital has also declined. Thus the participation of Wwoman in the Cooperative is not steady.

The working capital and business operators is an indicator of financial status of women cooperatives.

Year.	W.Capital	Annual growth	Business Operation.	Annual growth
86-87	1503	-	1863	-
87-88	1600	6.4	2371	27.3
88-89	4146	159	2584	9.00
89-90	5962	43.8	2869	11.00

The working capital and business operation have shown increase every year.

Gender integration in the over all process of development is one of the strategies of women Development like other global cooperatives movement mixed membership is prevalent in Yudian Cooperative movement also. In the absence of any macro level official data relating to women membership in mixed gender cooperatives, the actual participation could not be ascertained.

The Committee on Co-operative for democratization and profession , aligation of Management has recommended to incorporate such provisions concerning membership which could facilitate open membership to husband and wife team having one vote as measure to involve the entire family in the operation of the Society thereby introducing the concept of joint membership in the movement.

In some of the states in cooperatives Societies Act B and Rules Special provisions have been incorporated for facilitating women's participation in Cooperative Societies Acts and Rules Special provision have been incorporated for facilitating women's participation in Cooperative Societies.

The Act provides for the reservation of one women in the Board of Management of Cooperative Societies, and provide 30% reservation for women, There are 23000/- Societies in Karnataka as on 1992.

Agriculture is the main stream of Indian Economy and nearly 80% of rural Feamale population contribute in the Farm Operation in different capacities. In cases of migration, the womens are the defact cultivators, though they do not have right of ownership over land. They cultivate, periadically the female membership in the Agriculture Cooperatives is almost non-existent.

The Carylton and Cumbersome process of registration hampers the organisation of new women cooperatives, Where there is Women Cooperatives in the Societies- there will be no corruption and prompt repayment of loans. The foregoing analysis reveals that women participation in the Cooperative movement is negligible despite the Development potentialities of the institutions women could not make use of the system.

Traditionally women have been given role in the families only. According to this role of women is expected to take part in all household duties including labouring in the household business.

Compound to this there are certain internal factors to this which hamper women's participation even if they decide to form or join a cooperative Society. There are

1) Lack of policy decision and programmes.

There is no cooperative society policy on women involvement till present, defining the role of Cooperative institution in the Socio-Economic Development of Women especially the weaker sections of women.

2) Inadequate facilities for Cooperative education.

The facilities of Cooperative Education is limited to a few institutions only. In view of women's traditional role and lower rate of literacy especially in rural areas it is necessary that they avail the opportunities of cooperative Education prior to registration of a Society.

...8)

To review the position of women participation in Cooperative and its limitations, National Cooperative Union of India covered the National convention on involvement of women in Cooperation in 1987.

Participation of women in Cooperatives is important for this Socio-Economic upliftment. Due to some grave limitation women have neither been able to become part of Cooperative infrastructure could share its services. A democratic and people movement owes some responsibility towards the community and the Country is in the process of national development. The limitations have to be removed. Legislation should be supportive and not destructive Government should give serious thought over the issues and give policy guidelines and directions. Cooperative instructions should adopt a joint strategy in this regard and it should be the concern of all big Organisations. Such Joint and collaborative strategy will ensure increased participation of women in Indian Cooperative Movement.

WRITE UP ON THE ORGANISATION IN WHICH PARTICIPANT IS WORKING.

Karnataka State Cooperative Agriculture and Rural Development Bank was established during 1929. Exploitation of farmers by private money lenders was a challenge at the beginning of 20th Century. The birth of Mysore State Co-operative Land Mortgage Bank in 1929 was one of the important steps in eradication of this social evil. Till 1965, this Bank continued to lend long term loans to Agriculturists for debt redemption and land improvement. With the establishment of Agriculture Refinance and Development Corporation (ARDC) in 1963, the Bank started changing its policies and since 1965 the Bank has been pioneering in all types of developmental loans to agriculturists of the State. To suit with the changed policies the name also been changed to Land Development Bank. With the constitution of National Bank for Agriculture and Rural Development (NABARD) during 1982, by merging Agriculture Credit Department of RBI, and entire undertaking of ARDC, the Bank has changed its name as Karnataka State Cooperative Agriculture and Rural Development Bank (K.S.C.A & R.D. Bank).

Now there are 177 Primary Cooperative Agriculture and Rural Development Banks (PCARDBanks) spread over all the 175 taluks in the State. The 19 Branch Offices of the KSCARDBank at District level are supervising the activities of the PCARDBanks in their jurisdiction. This is a federal structure where loaning is made in two tiers. The PCARDBanks are individual autonomous bodies and are members of the KSCARDBank. The K.S.C.A.R.D. Bank lends to PCARDBanks who in turn will finance directly to agriculturists. The Bank

has 11 Associated members which are institutions like KAIC, Ware Housing Corporation, K.E.B.etc.,

The Board of Management of the KSCARDBank constitutes 19 Elected Directors. One representing each District (4 Districts have vacant seats at present, One Ex-Officio Director and 8 Government nominees, including Managing Director who is a Government nominee.

ACTIVITIES:

The main activity of the Bank is dispensation of long term loans for Agricultural Development. There are two Broad category of loans covered under "Normal Programme covers items like levelling, bunding, fencing, construction of cattle shed, farm house, tobacco barn, redemption of old debts, acquiring ownership by tenants under Land Refoms Act etc., The Special Development Programmes cover productive purposes like Minor Irrigation, Horticulture, Plantation, Crops, Farm Forestry, Waste Land Development, Dairy Development, Piggery, Gobar/Bio gas plants, Sheep rearing, Fish culture, Prawn culture, construction of MFCS (Milk Producers Cooperative Society) Buildings, Poultry Sericulture, Bullock and Bullock Carts, Farm Mechanisation and reclamation of land under Major and Medium Irrigation Projects.

Non farm sector, Rural Housing Scheme, Small Rural Transport Operators (SRTD) and Adoption of village are the new areas covered by the Bank.

RESOURCES:

The main sources of the Bank are its share capital, reserves and floatation of debentures. Normal Ordinary Debentures are raised from different financial institutions. The Special Development Debentures are purchased by NABARD the State and Central Governments. The State Government

guarantees all debentures for repayment of principal and interest and also draws of cash credit accommodation.

The Bank has so far floatation Rs. 239.03 Crores debentures under Ordinary Programme, Rs. 771.80 Crores under Special Development Programme 1.88 Crores under Rural Debentures and Rs. 15.21 Crores under Rural Housing Programme, totalling to Rs. 1027.92 Crores.

RATE OF INTEREST TO ULTIMATE BORROWERS:

The rate of interest for ultimate borrowers varies from 12% to 18% depending upon the quantum of loan amount sanctioned i.e., slab rate interest.

REPAYMENT PERIOD:

The repayment period varies from 3 years to 16 years, depending upon the life of asset created/purchased and repayment capacity. (16 years Rural Housing)

PROGRESS IN ADVANCING LOANS:

The Bank has so far sanctioned about 11.47 lakhs loan cases under various schemes/purposes with a total disbursement amount of Rs. 1036.82 Crores.

Progress under various major schemes are as detailed below:-

The Bank has chanelised major portion of its lending towards minor irrigation schemes, which was started during 1965. Finance is made available for sinking of 2.46 lakhs wells and installation of 1.66 lakhs irrigation pumpsets. Total credit disbursement under Minor Irrigation is 388.46 Crores (38% of total advance). An additional area of 2.20 lakhs hectares have been brought

under irrigation, which has helped farmers to grow two to three crops in a year.

The Bank is also financing for lift irrigation schemes from Nallas and Rivers under Minor Irrigation. This has helped farmers to grow two irrigated crops regularly. Finance is also made available to sprinkler irrigation, Drip Irrigation, storage tank and Deepening wells also.

LAND IMPROVEMENT: ✓

In the ayacuts of major irrigation projects finance has been made available for 1.37 lakhs hectares with total credit disbursement of Rs.10.45 crores.

HORTICULTURE/PLANTATION CROPS: ✓

Most of the fruit and plantation crops, which are considered to be cashcrops which have considerable gestation period, Besides the establishment cost, it requires substantial/production capital. Realising these two aspects, the Bank has been the pioneer in financing Horticulture and Plantation crops from the year 1967.

WASTE LAND DEVELOPMENT/AFFORSTATION PROGRAMME: ✓

Bank has taken up the Waste Land Development/Afforstation Programme under Horticulture/Plantation Scheme to a large extent realising the importance of the present technological crisis and need to improve the environment.

Institutional finance is very essential to rejuvenate the degraded Waste Lands both the under private ownership and Government Ownership. This task was taken up by our Bank in 1985 and remarkable achievement has been shown in this aspect. The Government of India recognised the innovation venture taken by the Bank and rightly conferred "INDIRA PRIYADARSHINI VRIKSHA MITRA" Award for 1986 to our Bank.

AFFORSTATION PROGRAMME: ✓

In Cooperation with Harihara Polyfibers, Bank has started for financing for Eucalyptus and Casuarina Plantation under the guidance and supervision of M/s. Harihara Polyfibers.

FARM MECHANISATION: ✓

Under this scheme of Farm Mechanisation, the Bank has financed for 16377 Tractors, 3591 Power tillers, 30 bulldozers, and other 819 implements with a total credit disbursement of Rs. 225.89 Crores.

DIVERSIFIED ACTIVITIES: ✓

Bank is not only financing for agriculture development, it is also financing for Gobar gas/Bio-gas since 1977. It has diversified its activity in financing for Dairy, Sheep, Goat Rearing, Bullock and Bullock Carts, Sericulture, Poultry, Piggery, Fishery, Prawn culture, construction of MPCs Buildings etc., under these activities Bank has so far advanced a sum of Rs. 119.94 Crores.

NON FARMING ACTIVITIES:

The Bank has diversified its activities to Non-Farm lending since 1987. KSCARDBank is the first Bank in the country to take up Non-Farming activities.

Under this scheme finance is made available to individual borrowers including small and marginal farmers. Landless labourers who have skill and ability to take up tiny enterprises in their own villages. This would mainly create employment opportunities for Rural artisans and farmers to earn an additional income.

The non-farming activity has got more than 250 activities under N.F.S. so far 25233 loans were given with total credit disbursement of Rs.55.54 crores.

RURAL HOUSING:

The Bank has opened a new chapter of advancing loans under Rural Housing Programme, during the Diamond Jubilee Year 1989-90. The establishment of "National Housing Bank" by the Government of India has opened up a fresh line of credit for housing. This Bank has again taken the lead in the country to provide a roof over the heads of Rural Helpless, who have not been helped by any financing agency.

So far Bank has advanced Rs.16.70 crores for construction of 3180 new houses and repair of 2389 existing houses.

FUTURE PROGRAMME:

By considering guidelines issued by Federation and leaning achievement made by the Bank during previous years, a total financial programme of Rs.1,000 crores is projected for the 8th Five Year Plan i.e., from 1992-93 to 1996-97. Individual schemes under non farm (limiting to 75 lakhs)

ADOPTION OF VILLAGE:

Banks latest and most progressive programme is adoption of village programme which will be introduced throughout the state in all 177 taluka Primary Cooperative Agriculture and Rural Development Banks. In each Primary Banks area one or more villages will be selected to implement the programme. A village which has received no institutional financial assistance or received less for Agricultural Purposes with less than 1000 population and consisting less than 100 families (100 houses) will be selected for adoption to make alround progress. Complete details of the village will be collected making a survey of both natural and human resources for optimum exploitation for the purpose of deriving maximum benefits to rural residents and Agriculture and Village Development. Financial Assistance will be given for Agricultural Developments, Minor Irrigation with a Special emphasis for providing lift irrigation, Drip Irrigation, Sprinkler Irrigation facilities. Dry land Development, Farm Forestry, Horticulture, Fish, Prawn, Machanisation, Diversified Activities, S.R.T.O. Rural Housing, Non Farming Sector activities, Development of Rural Industries, Arts and Craft etc., Special attential will be given to wormal and youth, unemployed Graduates to make them self employed and self reliant.

The main qualities for the women leaders are:

1. She should listen to others feelings.
2. Must be having patience.
3. Concentration in her work.
4. She should have the convincing capacity to do the work.

MAIN PROBLEMS OF THE ORGANISATION:

Major problems of the Bank is its increasing overdues. The percentage of recovery of loan instalments comes down to below 40% from 1989-90 onwards. Because of poor recovery, the Bank is working under loss. The recovery percentage as on 31.3.94 is 23.01 lakhs.

EXPECTATION FROM THE SEMINAR:

Japan is fully developed country especially in agriculture and cooperative field and the people are hard working. Therefore, we may expect from the seminar Japanese experience, latest techniques in Agriculture, Planning and Implementation of the various agricultural schemes through Agricultural Cooperatives and should give more training to rural woman entrepreneurs those who are residing in rural region of India.

USE OF THE TRAINING AND EXPERIENCE GAINED:

Experience gained from the seminar will implemented to prepare effective planning for rural development through 177 Primary Cooperative Agriculture and Rural Development Banks operating in Karnataka State, and try to give full knowledge in farming by using modern methods of cultivation, techniques, use of pesticides, insecticides, preparing seedlings by the use of tissue culture techniques.

I thank ICA for giving me an opportunity to participate in this training.

I thank once again to all of them.

THE COOPERATIVE MOVEMENT
IN JORDAN

JORDAN COOPERATIVE ORGANIZATION

AMMAN

Sep. 1994

Prepared By Agricultural Engineer
Nahida El-Saies

Jordan Cooperative Organization

History and Background

The cooperative movement in Jordan started in 1952, and the cooperatives that were formed then were mainly agricultural credit and thrift societies on the Raiffeisen basis. The first cooperative legislation was issued in the year 1952, the responsibility of developing the Jordanian cooperatives had been laid upon the following foundations :

- 1 - The cooperative department that was established in the Ministry of social Affairs and labour according to the cooperative law no. 39 for the year 1952 concerning cooperative societies was issued and the following were its duties spreading cooperative awareness, establishing societies, registration, supervision , finance and control .
- 2 - The Central cooperative Union which was established in the year 1959 offering cooperative services for e.g Financing, Marketing, Supply of production inputs .
- 3 - The Cooperative institute that was established in the year 1963 for cooperative education and training .
- 4 - The Auditing Federation that was established in the year 1964 to supervise and audit that accounts of the registered cooperative societies and to train the members on book keeping .

The 1967 war had a drastic effect on cooperative development because it resulted in losing more than 60% of the cooperative societies which were then situated on the west bank, A new start was made with the cooperative law No. 55 in 1968, to promote the cooperative movement and its activities and to develop their affairs. Accordingly the established cooperative foundations were consolidated in one private Organization named the Jordan Cooperative Organization (JCO) At the same time the most important sector of the cooperative movement, the Agricultural cooperatives, were reorganized by amalgamation and the formation of new, bigger units called Multi purpose Agricultural cooperative intended to render a full spectrum of agricultural cooperative services .

Pop: 4 million

Temp: 1 million

1

- 23 C° (12月) ~ 30° 夏
- 0 ~ 50 ~ 42 C° 冬
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The Capital of the Cooperative Organization Consists of the following :-

- 1 - The liquid and fixed assets of the cooperative Union .
- 2 - The liquid and fixed assets of the cooperative institute .
- 3 - The liquid and fixed assets of the Auditing Unions.
- 4 - The government contributions to the Organizations Capital .
- 5 - The Share Capital of the member cooperative societies .
- 6 - Any donations and contributions joined to the main capital due to a decision made by the board of directors .

Cooperatives in Jordan as in many other parts of the world, are a useful and important institution for promoting greater degree of social equity. The Social and economic cohesion obtained by these cooperative groups enables them to undertake many activities to improve their social and economic situation .

The Jordan Cooperative Organization and its cooperative society affiliates render services to the community which in many other developing countries would be an integral part of the governments own Services .

The unique institutional form which is being used in Jordan allows government to influence and to help but retains a large measure of independent initiative and effort for the farmers and other groups themselves .

Jordan Cooperative Organization objectives and Structure :

The Jordan Cooperative Organization represents all cooperatives in Jordan and it is a full member of the International Cooperative Alliance. Its main functions are :-

- The promotion and supervision of cooperative societies this involves registration, liquidation, supervision, audit and in some cases management of cooperatives.
- Supervising export, marketing, insurance and providing agricultural inputs with least costs for the agricultural productions at reasonable prices.

- Offering all financial facilities this involves loans of all kinds for cooperatives and their members by managing the cooperative Bank .
- Organizing the relation between the cooperative Societies and all other Organizations within the Kingdom and abroad .
- To offer directions, guidance, extension and any other technical services required by the societies .
- Training and education of its own staff and also the members, committees and staff of the cooperatives .
- Spreading of cooperative understanding in different media channels .
- Producing and demonstraiting cooperative films, television, documentaries concerning cooperation and other subjects related to development of local communities .

Administration of the Jordan Cooperative Organization

The Jordan Cooperative Organization governed by :-

- A) Broad of Directors of (11) members , (6) representatives elected by primary cooperatives and (4) government representative the Director General who is appointed by the Cabinet, serves as the chairman of the broad .
- B) Executive and consultive staff consist of the Director General the deputies and the managers of the JCO'S Departments .

The JCO renders services to cooperative members and to the local Community in general through (17) Directorates and cooperative offices distributed all over the Kingdom .

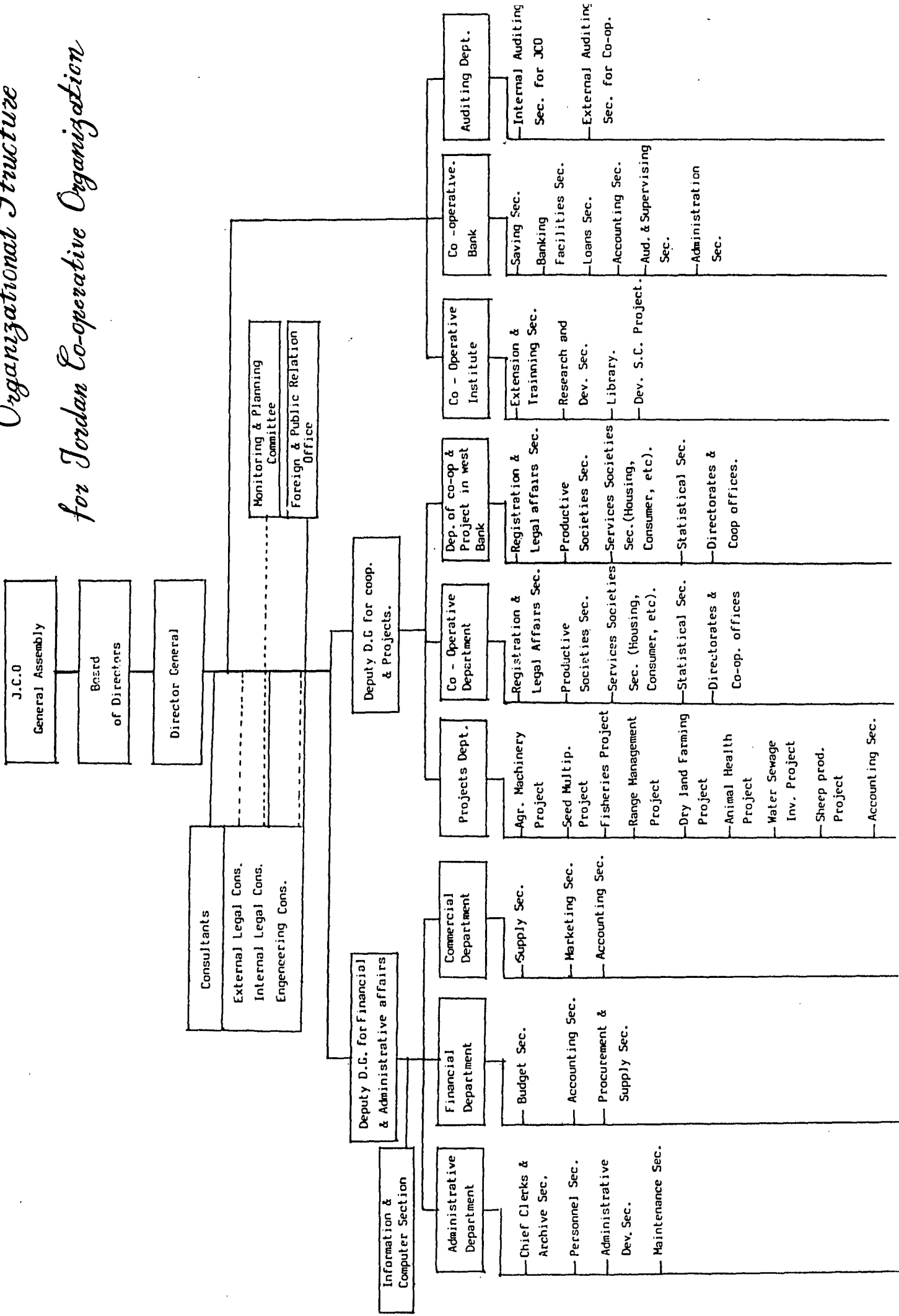
Organizational Structure for Jordan Cooperative Organizational

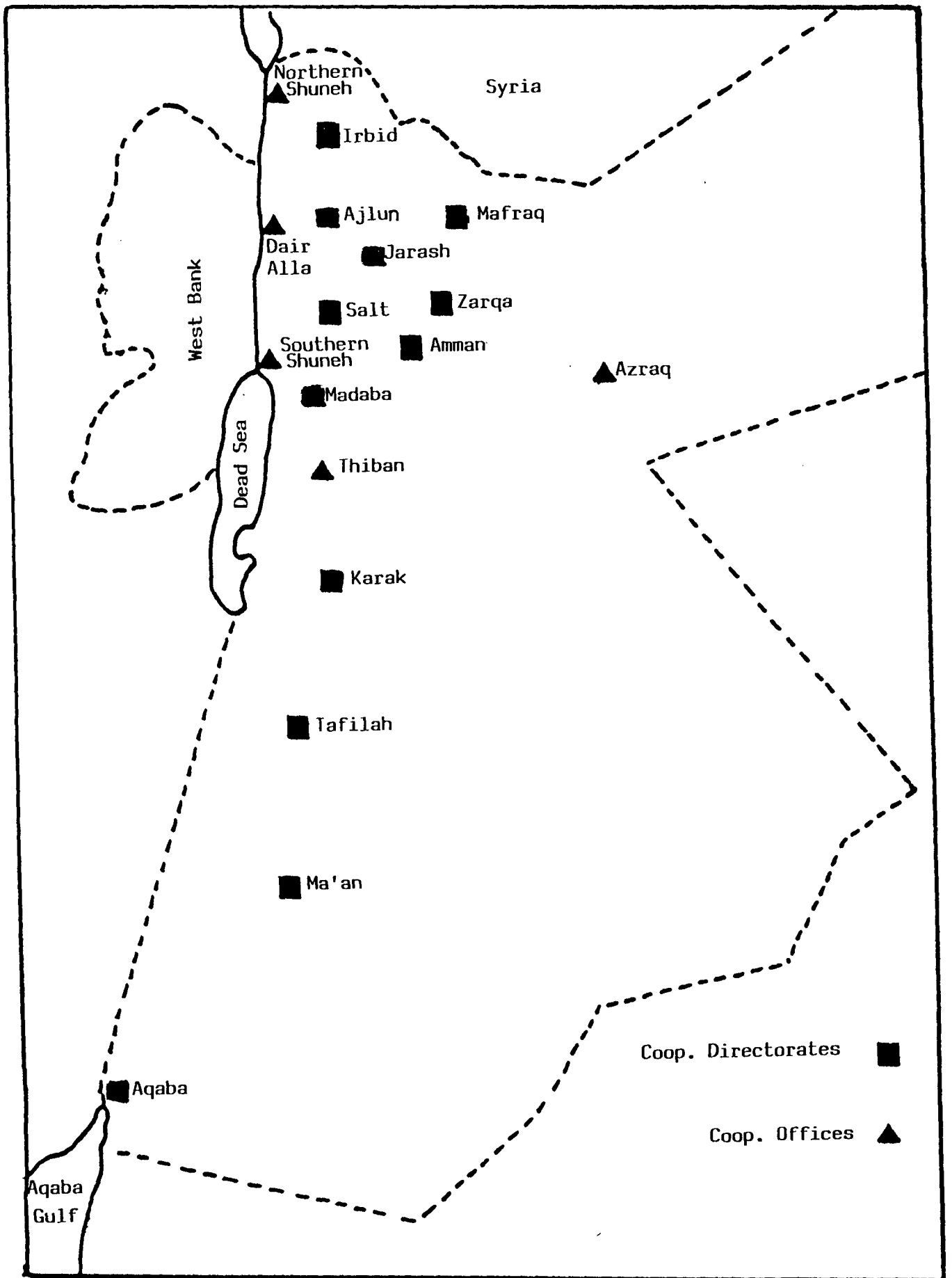
The Organizational structure was reconsidered to follow the standard of modern scientific management by setting the roles of the different departments and working out the job description to specify the roles and responsibilities for each job and employee which were confirmed by the broad of directors .

The following graph shows the Organizational Structure of JCO .

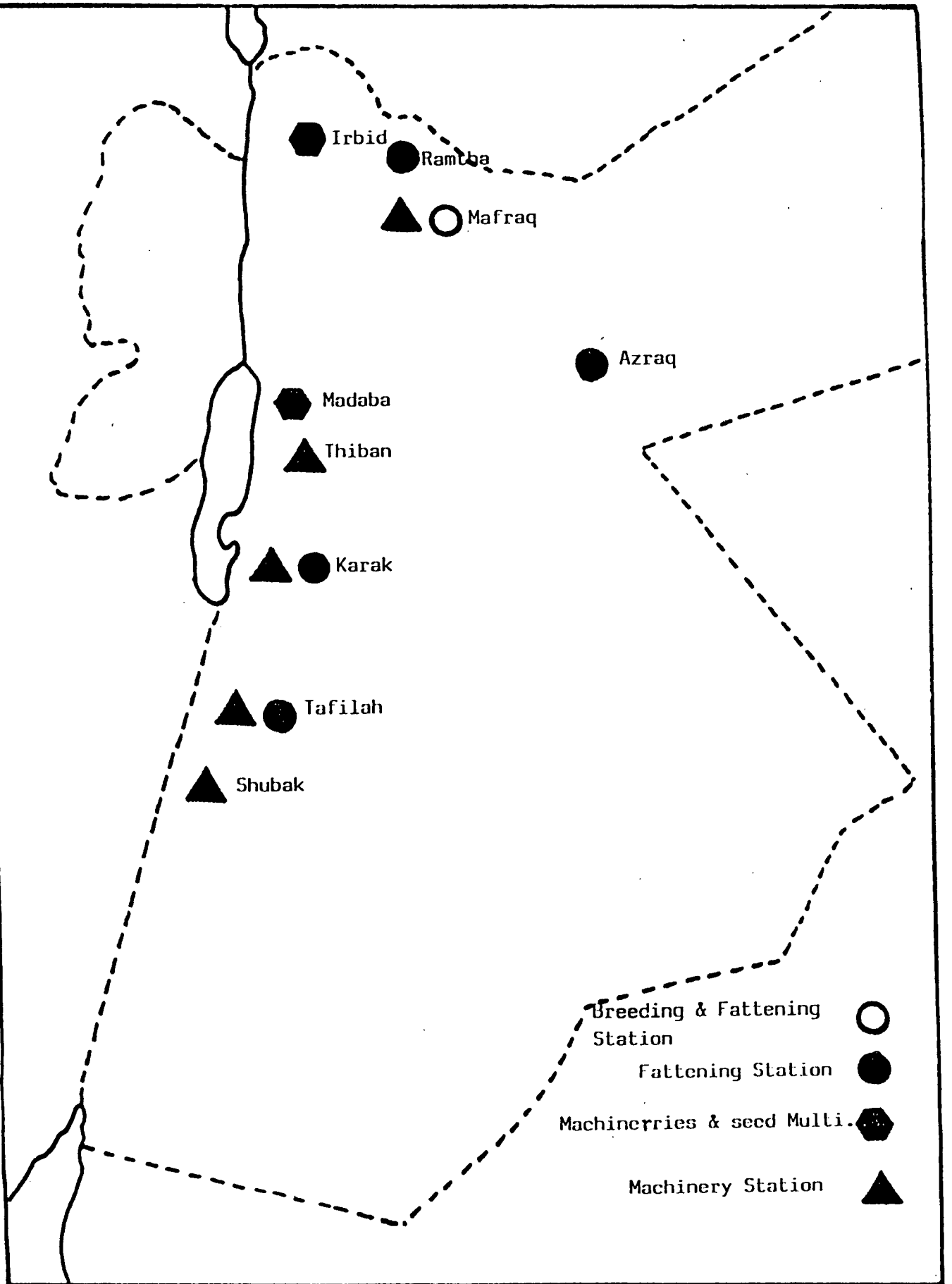
The JCO performs a full range of activities on cooperative development covering development, regulatory, financial and commercial functions. It is responsible for the establishment and registration of cooperatives through its cooperative department. In line with its developmental functions. It provides technical services and training through the cooperative Institute . Auditing is done by an Auditing Department. The Cooperative Bank a department of the JCO used to provide financial services to cooperatives and their members (until it ran in to financial difficulties) . It also accepted deposits from the public. The Commercial Department performs business activities such as supply, distribution and marketing. The projects Department under takes projects such as agricultural machinery services, seed multiplication, range management, dry land farming, sheep production and veterinary services .

Organizational Structure for Jordan Co-operative Organization





Directorated & Co-op offices in Jordan



Sites of Agric. Machineryes, Seed Multiplication, Sheep Breeding & Fattening Stations.

Expectation for future activities of Jordan Cooperative Organization

- 1 - Developing the existing cooperative societies to accomodate the renew needs for its members and the local community .
- 2 - To increase the number of production cooperative societies, giving the priority for specialized handicraft production societies .
- 3 - Developing the pattern of interaction in the cooperative societies from the individuality to group work .
- 4 - To utilize new technology in the production cooperative projects to develop the work of such societies .
- 5 - Encouraging the establishment of marketing cooperative to market the produce of the cooperative members' .
- 6 - Building up a real efforts to depend on self financing .
- 7 - To develop and deepen the spirit of cooperation between the citizens and their group participation through the cooperative societies to satisfy their basic needs.
- 8 - To encourage establishing specialized production cooperative societies in each geographical area to facilitate the foundation of specialized unions .
- 9 - To work on establishing the general specialized Cooperative Union .
- 10- To work on getting the plans and programmes of the Jordan Cooperative Organization in accordance and harmony with the economic and social development plans in Jordan .
- 11- To strengthen the cooperation and coordination with the concerned department in both the private and public sectors that deal with the nature of work in the Jordan Cooperative Organization .

The New management policy and the plans for the Jordan cooperative Organization :-

- 1 - To create different varieties of work opportunities in economic sectors .

- 2 - To concentrate on production , particularly the basic and strategic food .
- 3 - Concentrate on cooperative extension and education towards cooperative members.
- 4 - Concentrate on training and education of local community members through implementation the slogan " do cooperative education before establishing the cooperative societies .
- 5 - Integration among the societies which is relevent to executed projects .

The problems of the Jordan cooperative Organization :-

- 1 - The combination of two functions that JCO currently performed :
 - A) That necessarily belong to government .
 - B) Other function should become the responsibility of the private cooperative movement .
- 2 - Government promoted cooperatives with privileges and subsidies that worked against the principles of self-reliance .
- 3 - The government-dominated and subsidized JCO acted both as an apex organization and as the supervisory and regulatory arm of government. This was at variance with private voluntary nature of the cooperative movement .
- 4 - Cooperatives were not perceived as enterprises. Capitalization and cash flow were inadequate and societies fell in to a spiral of indebtedness .

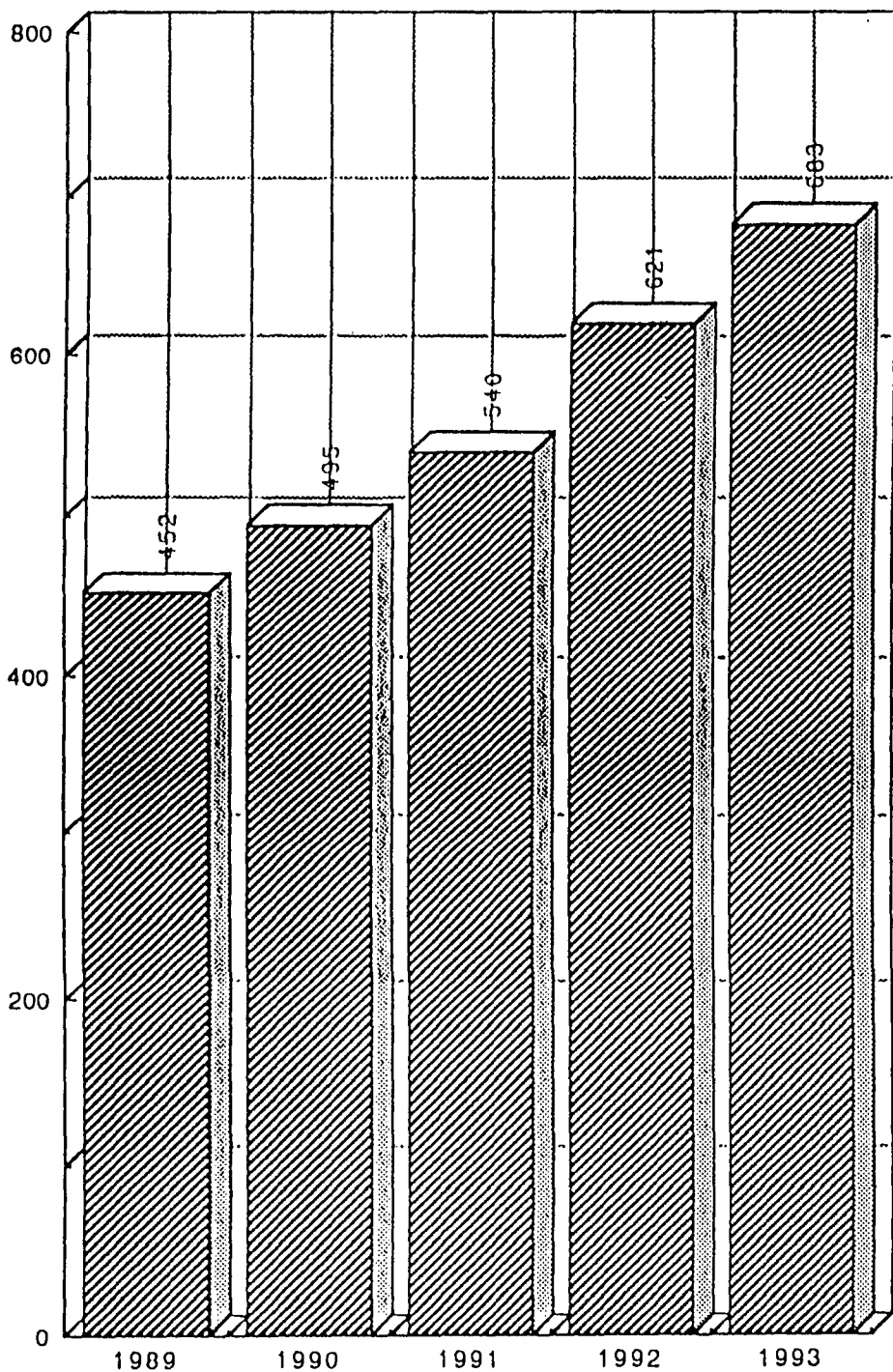
The cooperative system in Jordan is not oriented to compete with other enterprises. It operates on the basis of a Top-down approach to meeting both agricultural and social targets. While the net work of Jordanian cooperatives is extensive and the areas of economic activities encompass the whole spectrum of rural concerns. The government of Jordan in reaction to budgetary constraints has indicated a need to restructure the cooperative movement. This restructuring would be consistent with the promotion of greater self-reliance and generate the Social base around which agribusiness and village entrepreneurship can involve .

Jordanian Cooperatives are currently at a crossroads as :-

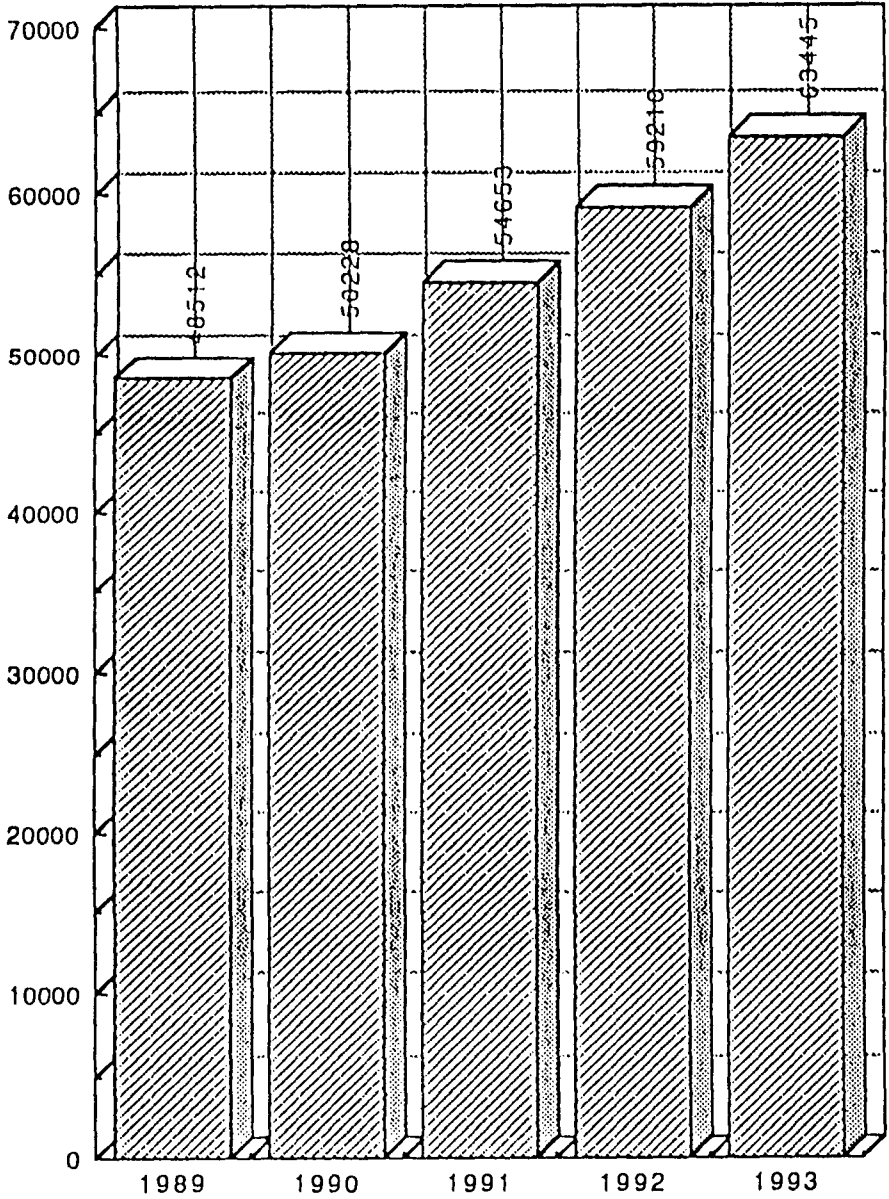
- 1 - The government of Jordan seeks to reassess existing strategies and approaches to cooperative development .
- 2 - The Jordan Cooperative Organization seeks a solution to its institutional and financial difficulties .
- 3 - The primary cooperative societies seeks to redefine their role .

The problem that is facing the cooperative movement in Jordan lies in a failure to treat cooperatives as private enterprises and in a failure to limit government involvement in this sector .

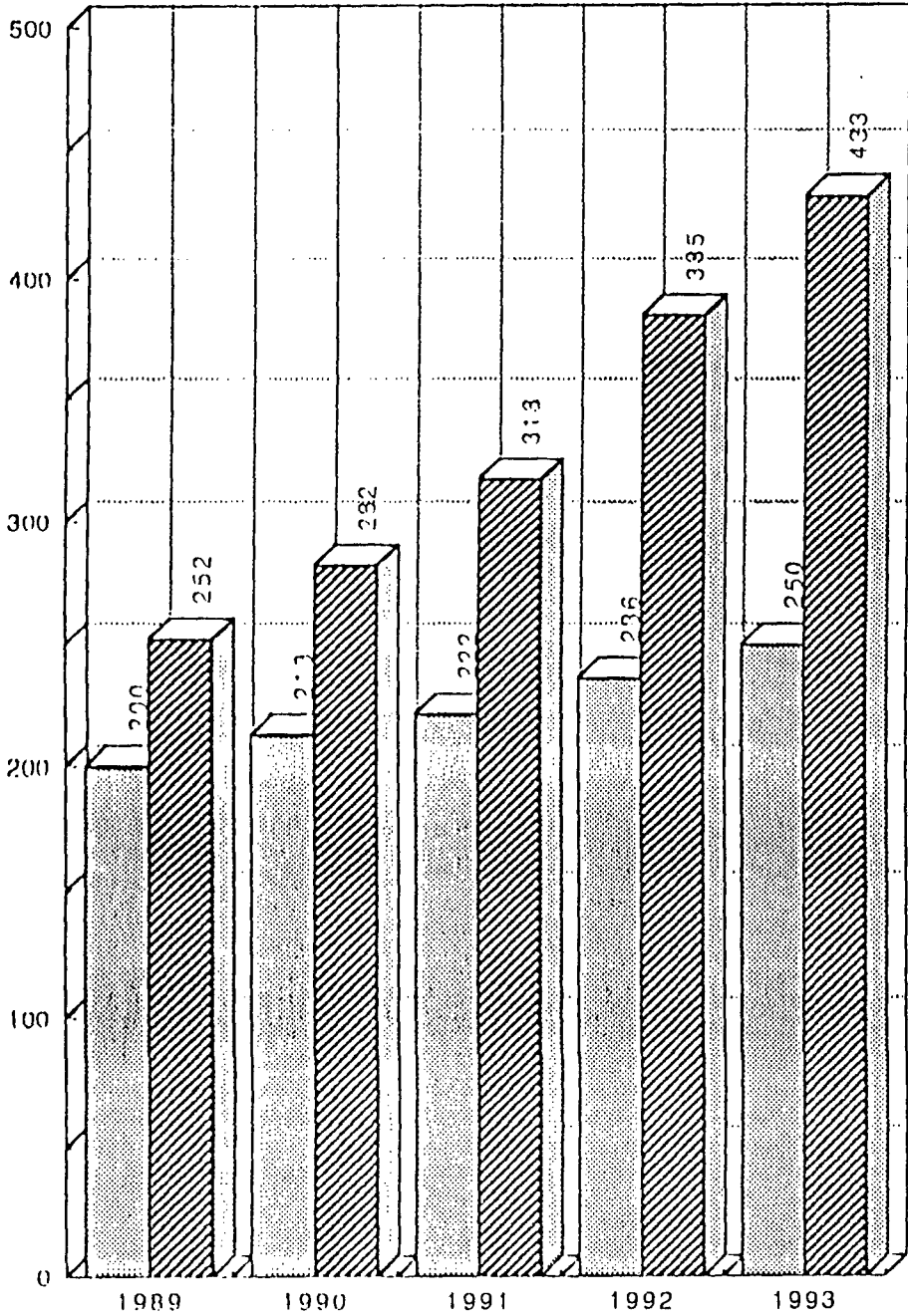
Number of Cooperative Societies
During 1989 - 1993



Number of Cooperative Members During
1989 - 1993



Number of Agricultural Cooperative Societies , and non Agricultural Cooperative Societies During 1989 - 1993



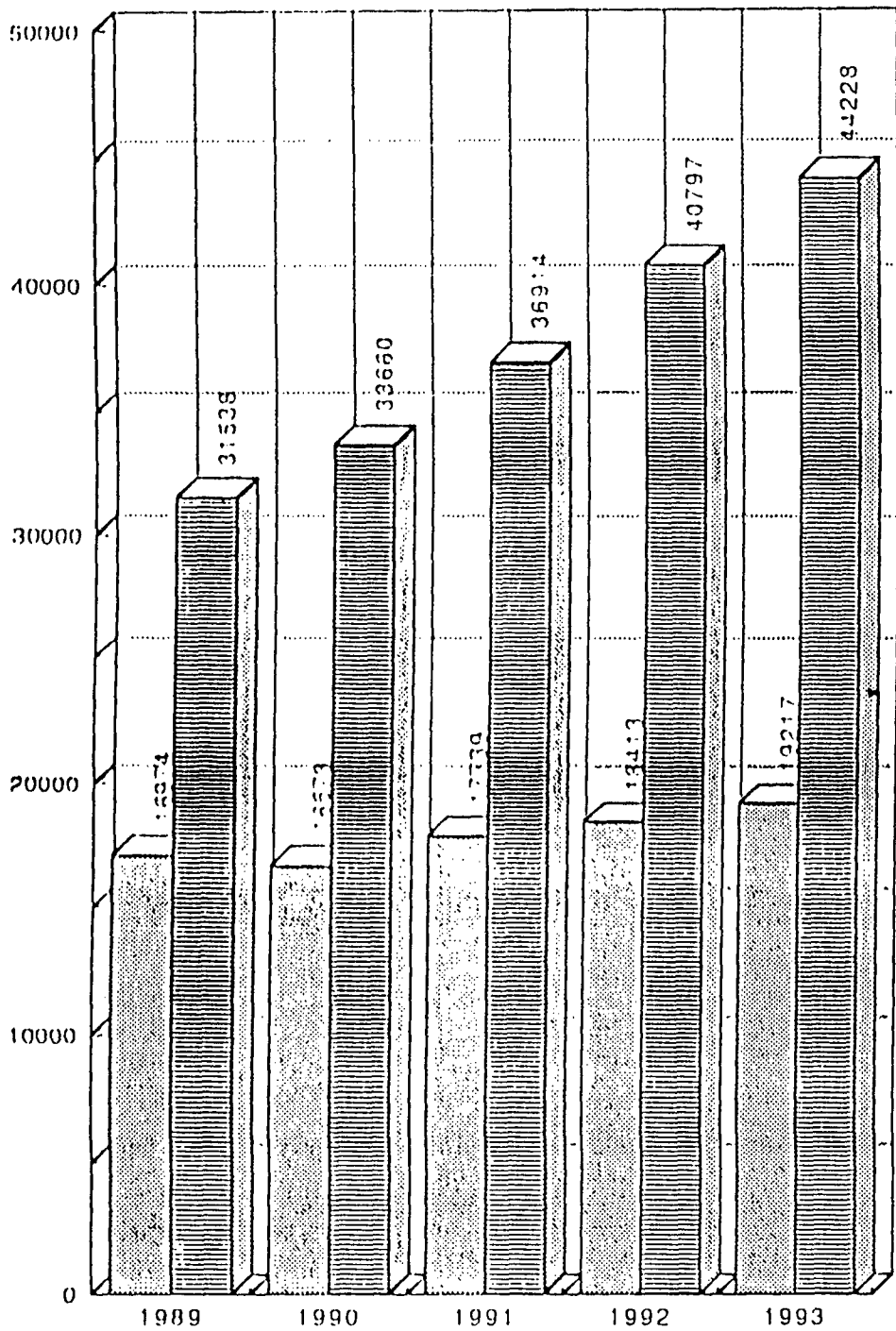
Non Agricultur
Coop. Soc.



Agricultural
Coop. Soc.



Number of Agricultural Cooperative Societies Members, and non Agricultural Cooperative Societies Members During 1989- 1993



Non. Agri. Coop. Soc. Members

Agri. Coop. Members

JORDAN COOPERATIVE ORGANISATION**WOMEN'S COOPERATIVE UNION**

Jordan

Women's Cooperative Union in Jordan was established in 1992 consist of 10 primary Cooperative Societies with a total of 618 Cooperative members, this Union was established to assist the members and cooperative members and to improve their economic and social situation through cooperative work and by following cooperative principles this union does the following activities:

- 1- Execute the economic and social projects which were agreed upon between Jordan Cooperative Organization and any other side in field of services and production.
- 2- Supply Cooperative members with their needs from raw-materials
- 3- Marketing the produce of cooperative members
- 4- educate and train the members with the cooperative principles .
- 5- Provide advices and consultation in all aspects to the cooperative members who plan to do some project.

The problems which are facing the cooperative union:

- 1- Similarity and resemblance of the production between the cooperatives which lead to marketing problems.
- 2- The quality of the products for cooperative members is not good quality , due to lack of trainers.
- 3- Not all women's cooperatives are members in the union which makes the union financially weak.

WOMEN'S COOPERATIVE WORK IN JORDAN

Although cooperatives in Jordan was established in 1952, and membership was opened for both sexes but, the membership of women was very limited for the three decades and we think the reason for that is:

- 1- The condition of membership in the internal regulation for cooperatives stated that the member should be owner of a land or share croper and this condition is hardly to be fulfilled among women since women in our society has to give her legacy of land to her brothers (males) , in spite that the law has given her this right to own the land .
- 2- The economic situation is very limited among women since women most of the time are dependent and not independant and this reason prevent the women from being members and paying their shares.
- 3- The political situation has not given women the right to move or to be involved in the public organization, this reduced the important role of the women in the general life.
- 4- Poverty and illiteracy among women are symptoms for remaining behind and being backward .

During the mid 70's and begining of 80's the Jordanian women started to move in all directions to be active and to inroll in national Organizations in a large scale especially at the cooperative sector, and the first cooperative society for women was registred in 1980 and in the years 81,83,84 four more women cooperative societies were established and started its worke in a simple form according to their abilities, all these societies were established in the Capital" Amman City " the women's cooperative movement has stopped its activity until 1987 then women's cooperative societies started to be established in rural areas and started to do some of Agricultural Work such as bee keeping for producing honey, food processing, and planting farming lands as well as they were interested in making traditional clothes (embroideries, rugs, sewing, handicraft ...etc.), also they did sheep raising and process the products of milk and wool.

The number of women's cooperative increased during the beginning of 90's it reached up to 46 cooperative society scattered all over the kingdom and the number of members is around 1500 member, all the members benefit from the services of the societies such as cooperative extension, management, accounting, family health and home economics, these cooperative societies established nurseries, kindergarten, also it contributes in executing some of productive projects by using local products such as planting some medical and herbal plants.

Women's Cooperative Societies train its cooperative members to raise their qualification in production also it train them in fields of management, marketing, accounting, family planning etc.

**JORDAN CO-OPERATIVE
ORGANIZATION**

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



المنظمة التعاونية الأردنية

الموافق 29 / 11 / 1994 م

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التاريخ

الرقم

Dr. Daman Prakash
Project Director
International Cooperative Alliance
Regional Office for Asia and the Pacific
Telefax No. (91) 11-6835568

Dear Dr. Prakash

Reference to the talk with you at IDACA concerning Women's
Cooperative Work in Jordan.

Please find herewith the information you need .

Thanking you for your Cooperation with my best regards.

Sincerely Yours

Nahida El-Saies

Nahida

Foreign and Public Relation
Office.

N S/HF

4th ICA / JAPAN Training Course for Women
Leaders in Agricultural Cooperatives in Asia
Tokyo / Japan

COUNTRY REPORT



NATIONAL CO-OPERATIVE COUNCIL OF SRI LANKA
455, Galle Road, Colombo 3.
Sri Lanka.

4th ICA/JAPAN TRAINING
COURSE FOR WOMEN LEADERS OF
AGRICULTURAL COOPERATIVES IN ASIA -
TOKYO/JAPAN

COUNTRY REPORT PRESENTED BY:

- 1. MRS. S. PALIHAKKARA**
- 2. MRS. M.D.S. GUNASAKERA**

GENERAL INFORMATION ABOUT SRI LANKA

The Democratic Socialist Republic of Sri Lanka is an Island approximately 65610 kilometres in area and is 435 kilometres in length and 245 kilometres wide. It is situated between latitudes 6 c and 10 c North and longitudes 78 c to 80 c. The total land area amounts to 6.56 million hectares of which approximately one fifth is under forests. The climate is tropical with temperatures remaining around 26 c to 28 celsius through the year. The annual rainfall is around 80" received mainly during the two monsoonal periods. While the population of the country is 16.5 million the average density is 250 per square kilometres. Nearly 78% of the population lives in rural areas and 45% of the work force is engaged in agricultural sector.

Sri Lanka is still primarily an agricultural country. Agricultural production contributes to 30% of the Gross National Product and accounts for 60% of exports. The principal crops grown fall in to three main categories: paddy, rice, tree crops (tea, rubber, vegetables, pulses, spices)

Paddy is the most important crop which influence overall performance of the economy. The contribution to the Gross Domestic Production composition is about 24% within agricultural sector. Average annual paddy production is about 2.5 million metric tons and the average yield per hectare is 2660 kgs.

The tree crop plantations - tea, rubber and coconut account for 12% of Gross Domestic Production. These crops cover approximately 41% of total cultivated area and contributes to nearly half of total export earnings and provide employment for one sixth of the total labour force.

The rural sector plays an important role in the overall economy of Sri Lanka and in terms of development potential, the rural sector is still primarily a subsistence agricultural economy with paddy as its nucleus. Apart from paddy and other food crops the rural sector contributes substantially to the production of principal export crops, minor export crops, home gardens, fishing and dairying.

GENERAL STATISTICS

1. Area	-	25,332 sq. miles
2. Population	-	16.0 million
3. Urban Population	-	22.4%
4. Village population	-	77.6%
5. Literacy Rate	-	82%

CO-OPERATIVES

1. No. of Co-operative Districts	-	27
2. Types of Societies	-	48
3. No. of Co-operative Societies	-	7813
4. Co-operative Membership	-	3,400,000 340,000

CO-OPERATIVE MOVEMENT IN SRI LANKA

The Co-operative Movement in Sri Lanka began in 1911, with the establishment of credit co-operatives with unlimited liability. Today co-operatives have spread all over the country, from primary to national level. There are 10,000 primary co-operatives involved in activities concerning credit, consumer agriculture, milk products, fishery, small industry and handicrafts, textile, women and youth, livestock, school, hospital and marketing distribution. Membership of these primary co-operatives now exceeds four million.

In 1906, there were two thrift and credit societies, one in Kandy and another in the Galle District functioning unofficially on co-operative lines. The co-operative societies ordinance No. 7 of 1911 came in to effect with the setting up of unlimited credit co-operatives in the country.

The 1911, ordinance was followed by the co-operative ordinance No. 34 of 1921 which made way for the setting up of several different types of co-operative at primary and other levels.

In 1930 the government set up a separate Department for Co-operative Development under the Registrar of Co-operatives. To satisfy the growing needs of the membership the Law was amended and Law no. 11 of 1926 was enacted which made it possible for the various kinds of co-operatives to register as co-operatives societies.

During the War there was a severe shortage of food and difficulty in the equitable distribution of food, which resulted in the Co-operative Movement being linked up with the Store societies.

With the creation of Co-operative Agricultural Production and Sales Societies, there was a development in the agricultural field and especially in the production of food crops.

The Movement developed gradually under State sponsorship and it was felt that an organization at the National level similar to Fishery union, the Consumer Union, CAPs union be registered to support Co-operative Education.

In 1957 the Minister of Food and Agriculture issued a directive that it was not necessary to have a number of single purpose small societies at the village level and that the economic needs of the village could be met through one Multi-Purpose Co-operative Society.

This period also saw the establishment of the People's Bank by Act No. 29 of 1961. This replaced the Co-operative Federation Bank and provision was made for other Co-operative Banks to merge with it voluntarily. The other co-operative Banks at provincial and district levels joined with the People's Bank.

In 1970 the Multi-Purpose and the Fishery Co-operatives were reorganized. Numerous smaller societies were united and large financially and economically stable units were started. This created an awareness of the Movement, which brought about an idea that the Co-operative Federation itself should be reorganized. Consequently on 26th July 1972. The Co-operative Federation Ltd. was re-organized and registered as the National Co-operative Council of Sri Lanka, was registered. Later the other Apexes for the different types of co-

operatives such as Marketing Federation, Thrift & Credit Federation, Consumer Federation etc. were registered.

Thus it can be seen that the Co-operative movement in Sri Lanka was started by the Government as a useful source to implement activities involving the masses.

However, the concept of Co-operation though introduced by the State as a media of contact with the common man has become very popular with the rural population.

The Co-operatives are the main contributor to the development process at rural level. With the development of social and education standards in the country, the societies began to develop independently.

Today, in Sri Lanka, there are 15 major types of societies with 8 Apex unions serving a adult membership of over 340,000 from all over the country.

CO-OPERATIVE WOMEN'S ACTIVITIES

Membership for women in Co-operatives is open in our Movement. Therefore, more women than men tend to join the Movement. However, the involvement of women in the general activities of the Societies and in policy decision-making within the Movement is very limited. Realizing this, during the Women's Decade in the nineteen seventies in Sri Lanka too, women's activities and involvement within the Movement was given prominence. Formation of Women's Committees in the societies, (the multi-purpose Co-operative Societies taking a leading role) took place with a lot of interest. The National Co-operative Council of Sri Lanka, played a leading role in this instance. With the assistance of the Swedish Co-operative

Centre, and the International Co-operative Alliance, a five year Programme for the development of women in the Consumer sector was conducted. Activities of the programme were extended to the other types of societies too. Multi-Purpose Co-operative Societies in Sri Lanka, are also engaged in Agricultural Activities. Though, women within the Consumer sector developed rapidly, not much attention was paid to the

other sector. Therefore, women in the agricultural sector benefitted only in a very small capacity. Much could be done for the rural women engaged in agricultural activities, which requires much planning and organization from grass-root level to the National level. Education, motivation, skills training, advisory and financial assistance are avenues which could be looked into. Furthermore, women's activities already carried out in the other sectors, could be extended to the agricultural field too. The National Co-operative Council of Sri Lanka gives it's fullest support to the programmes of the National Women's Committee conducted at national and regional levels.

PARTICIPANTS CO-OPERATIVE INSTITUTIONS

(1) National Co-operative Council of Sri Lanka

The National Co-operative Council of Sri Lanka is the umbrella organization of the Co-operative Movement in Sri Lanka. It's membership includes the registered Apex Co-operative unions and the 27 District Co-operative Councils. The Head office is situated in Colombo. The National Co-operative Council of Sri Lanka is affiliated to the International Co-operative Alliance and in assisted in it's development activities by the Swedish

Co-operative Centre and the Canadian Co-operative Association. The IDACA Institution and the JA-ZENCHU in Japan also collaborates closely with our agricultural programmes. Our main activity is to provide education and training to everybody within the Co-operative Movement and those involved and interested in the co-operatives. We used to be an ideological Apex Co-operative Institution. But, due to development and financial constraints arising with development and expansion we have had to move in to the business field. We have Business Advisory Units for Banking and Taxation, and profit making units such as the Architectural Unit, Printing Press and Insurance Division with the structure of the Council.

(2) THE KURUNEGALA AGRICULTURAL CO-OPERATIVE SOCIETY LTD

This is situated in the North Western Province of the country. Kurunegala is one of the main towns in the province and the society is situated in a central spot, for the convenience of the members. Members of the society are provided with loans for agricultural activities through the Rural Bank of the Multi-Purpose Co-operative Society. The members are also provided with fertilizer and agricultural

implements at subsidiary rates. Each member should own more than half an acre of land to be a member of the society. The members are provided with loans and advice to improve the activities and yield. The society also, purchase their produce at reasonable prices.

- END. -

Prepared By: Foreign Department/ National Co-Operative Council
of Sri Lanka.

JN/DW

12.10.1994

2. Beginning of Women's Committees within the co-operative movement in Sri Lanka

The Co-operative movement in Sri Lanka was established in 1911 and Co-operative Women's societies too have been formed through the years. However, the formation of Co-operative women's committees within the societies was started only in 1976.

The United Nations Organisation declared 1975 as International Women's Year. Special interest was taken over Women and their activities through out the world. As a result of which, the ICA and SCC Women's Guilds conducted an International seminar in Malkayasia on the subject of "Role of Women in co-operative Development". The active interest and participation of the three (3) women in Sri Lanka and the high literacy rate of the women in Sri Lanka encourage the SCC and ICA to collaborate in conducting Project for the development of co-operative women in Sri Lanka.

The most important outcome of the seminar was the formation of women's committees in the Multi-Purpose Co-operative at primary, district and national level. By 1979 the co-operative women's organization established was strong enough to commence a Project under the women's education programme. This Project was commenced in 1980 and its activities extended to other types of co-operatives in the country.

A brief Survey was conducted in 1990 to assess the impact the above project on the development of co-operative women in Sri Lanka, and it was observed that women's committee have been formed, in 91.4% of the societies, 81% women members were represented in the General Body and 12% were Boards of Directors and Committees.

Within the SANASA movement 1841 women's committees have been formed up to 1990. The membership of women exceeds 99,772. There were 925 primary level woman leaders and 295 District level women leaders.

The co-operative women in all sphere of the movement are very active and form the greater part of the membership. But, their voice is not heard in any decision making or policy making event. The Women's Committee as a Unit is not indicated anywhere in the structure of any co-operative enterprise. The why and how of it was discussed to gather information for this report.

3. Co-Operative Women's Organisation in the different sectors of Co-operative in Sri Lanka

3.1 National Women's Committee of the National Co-operative in Sri Lanka

National Women's Committee of the NCC was formed in 1976 as a result of the interest and upliftment of women's development during the International women's year in 1975. Co-operative women's committees were formed in each Multi-purpose Co-operative Society and through these the National Women's Committee was formed. The NCC has travelled far to reach position it holds within the NCC to day.

To day there are 160 women's committees formed in the MPCs's. Approximate membership is over 600,000. There is a five (5) members Women's Committee each District and the NCC National Women's Committee consists of 9 members representating the nine provinces in the country plus our female senior officer from the Development of Co-operative Department. The term of office for a Women's Committee is three (3) years. See (Annex 2) The NWC is an advisory body of the Board of the NCC.

To strengthen these Women's Committee and to develop them the Women's Consumer Education Project was conducted by the NCC with collaboration of the ICA and SCC, from 1980 - 1985. An educational programme for women was conducted on a massive scale through this Project.

The Objectives of the NWC are:

1. Strengthening women membership
2. Developing women leadership
3. Upliftment of social and economic status of women
4. Extending Women's committees
5. Developing pre-schools
6. Skills development and generating self employment.
7. Development of knowledge, skills and attitudes

To fulfill these aims the NWC drew up a status and working rules for Women's Committees. In 1985 to create a Women's fund a national lottery in the name "Co-operative fortune (samupakara Vasana)" was started. The draw was held for 3 consecutive years, but stopped as the response for it diminished. A number of women's Committees have opened sales centers within their areas operations. Various activities are been conducted by the Women's Committees all over the island.

They are:

1. Membership development
2. Leadership training and skills development
3. Handicrafts and Pottery making
4. Extension of Women's Committee
5. Conducting Women's Committees meeting
6. Preparation of syllabuses for pre-school school trainers
7. Improving quality of production
8. Involving women in conservation of fuel and energy and environment
9. Income generating projects
10. Information on Nutrition, Child care, Family health, Balanced diet and all subjects that are of interest to women.

Activities planned for the Future

1. Improvement of Women's Committees.
2. Formation of Women's Committees in societies where they have not yet been formed.
3. Improvement of Women's Committees from different types of societies to national level committees.
4. Formation of model Women's Committees.
5. Introduction of subject oriented programs to women members.
6. Introducing cooperation to senior female students in schools.
7. Training of Pre-school trainers.
8. Conducting projects.
9. Popularizing Women's Committees through the media.
10. Introducing self employment activities.
11. Additional income generating activities

3.2 Women Organisation in SANASA (Thrift and Credit Movement)

Though Women's Committees were organized in 1976 in the Co-operative Movement it filtered into the SANASA Movement only during 1984/85.

A National level workshop was conducted in 1986 and the first National Women's Committee was elected. The first task of the National Women's Committee was to prepare guide lines to be used when forming Women's Committees. Accordingly primary, regional and District women's Committees were formed at all levels.

The term of office for a SANASA Women's Committees is one year and they are elected by the General Body. National Women's Comet meet regularly. _

Development of Women's Committees since 1986

	1986	1988	1990
Primary Society level	213	820	1841
Women leaders	440	575	925
District leaders	140	200	296

The following are the aims and objectives of the SANASA Women's Organisation:-

1. Development of SANASA movement through increase of membership and development of women members.
11. Development of economic, social, educational, cultural and intellectual status
- iii. Strengthening the economy of the family unit.
- iv. Creating an environment suited to protect the child and mother and conserve resources.
- v. Identifying the role of women in society through leadership development.
- vi. Increasing saving and funds.
- vii. Guidance to overcome difficulties in daily life.
- viii. Establishing children's societies through Women's Committee, and through these to produce good co-operators, a righteous younger generation and guide future leaders in the correct path.
- ix. Development of women's participations in society development activities.
- x. Developing women leadership

Following are some answers received to one of the questions:-
put to the Women leaders "Why did you join the membership of
the SANASA Women's Committee

1. To obtain loan facilities	28
2. To join in the decision making of the SANASA society	2
3. For leadership in society	6
4. Preference to be involved in public activity	8
5. Training in domestic activities	5
6 .Acceptence of Co-operative ways and principles	1

	50
	===

The islandwide activities performed to fulfil the aims and objectives of the Women's Committees are as follows:

1. Professional training

Flower making, curio-making, preservation of fruit and vegetabels etc., making soft toys, making yogurt, dressing of brides and hair styling, stenography and scientific dress making.

2. Development of skills as a housewife:-

- maternal and family health
- child welfare and protection
- planning of family and house hold budgets
- home gardening
- fuel conservation
- advice on saving money, time and energy in household activities

3. Additional income generating activities:-

- identifying planning and conducting delf employment project
- credit facilities for such activities
- co-ordination of marketable produce and markets, sales point for maximum benifit to producer
- encouraging development of saving activities

4. Social development activities :-

- introducing younger generation to SANASA through children's societies
- organising pre-schools
- organising religious and voluntary activities
- commencing adult education programmes
- conduct programmes and contests to high-light men's abilities and skills.

Women and Children's Educational Programmes

<u>Year</u>	<u>Programme</u>	<u>Participaion</u>
1986	481	10,323
1987	808	16,973
1988	818	15,686
1989	633	19,752

Impact of Women's Committees on the SANASA Movement

Most of SANASA women's committees are only 5-6 year old as a cocentrated effort to form societies took place only after 1986 . Before this period there were women's committees in a few districts such as a Colombo , Kegalle, Kandy ,Galle etc. There fore the period of time is insufficient to gauge the realimpoact of women's activities in the SANASA Societies . In a country such as SriLanka with a rural and agricultural economics 72% , the greatest difficulty in conducting women's development programmes is the difficulty maintaining a simple unifined system of communication . However , it could be said that the SANASA Women's Committees have had the following impact on the movement .

- * There has been an annual 10% increase in the membership among women.
- * Women leaders have been elected to District Union Boards, and the Board of Directors of the Federation .
- * Commencing of additional income generating projects to develop economic strength .
- * Equal distribution and sharing of responsibility of men and women in a family unit.
- * Development of unity, goodwill and voluntary-participation in social activities

Recommendations:

- * Establishment of an educational unit in the SANASA Federation for SANASA Women's educational activities and conducting leadership programmes .
- * For the SANASA Federation to establish a revolving fund in every society to provide credit for women for special purposes.
- * To create a tradition to elect at least 2 women representatives to the committees of each society.
- * National Women's Committees of the NCC should comprise of representatives from all the different apex unions
- * To establish a showroom to exhibit and sell produce of women members

3.3 Women's Committees of Fisheries Co-operative Federation

The structure of the Fisheries Co-operative Movement consists of 4 levels i.e. Grama Seva Niladari division (rural development division), regional, districts, and national level. There are nearly 100,000 fishing families with a population of 500,000 living in the coastal areas and in an around inland fishing areas near rivers and lakes. The common aims of this movement are to develop there industry through co-operatives and developing the economy, social cultural status of the membership; futhermore, providing credit facilities and fishing gear or fishmen and also to conserve the coastal line of our country.

Fisheries Women's Committees

Effort to uplift the fisheries co-operative women's was taken around 1986. Unlike in the other spheres of co-operation in the fisheries sector there are many problems hindering the progress of women members. The main problem being the low literacy rate of these women and the fact that in the fishing community the parents encourage the children to follow the traditional ways. Until very recently these Women's Committee were in primary society level. The Fisheries Co-operative Federation has now stepped in and started forming Women's Committees and very soon a National Women's Committees for this sector will be established.

The Low educational level and the retiring disposition of the fishing women invariably holds her back from joining hands with the women in other types of societies and other strata of women in the society. Furthermore, every member in the family is involved in some activity connected to the fishing industry. Due to the limited population the parents too are happy if the children join them in the profession, rather than break away into other spheres of employment.

The main aim of women's committees in the fisheries section is to provide education to the rural fisher woman, to give her the strength to be in par with her sisters in the society. To introduce and encourage her to develop saving habits with the ultimate aim of forming their own Fisheries Co-operative Bank. Through this while improving their economic standard, the unemployment question could also be solved to a great extent.

While the women members as well as the Fisheries Co-operative Federation are taking a great interest to fulfill these objectives, steps are being considered to appoint a co-ordinating officer for women's activities.

The NCC has assisted the Fisheries Co-operative Federation to conduct a number of workshops and training programmes for women on Nutrition preservation of food, savings, batik industry are some of the programmes conducted both in practice and theory.

Considering the impact of these Women's Committees on fishing co-operative activities, it could definitely be said that there is a marked increase in membership. The societies take a keen interest in women's activities and organise programmes for them. Women's activities are observed with a keen interest and participation in their activities. With the introduction of thrift and credit activities their economy has improved. To bring the women to the Fisheries Federation has taken steps to amend the by-law include two women representatives on the primary committees, District committees and at National level.

3.4. National Youth Services Council Co-operative Union Organisation

This Youth Co-operative Union consists of an organisational structure of A.G.A.'s divisions, district and national level. The organisational structure of regional level committees consist of 10 members, the district committees consist of 11 members and at national level a Board of Directors consisting of 15 members. The term of office of each committee is 3 years. These youth co-operative societies are distributed all over the island. In 1990 the total membership was 360,772.

These co-operatives provide many service facilities to the youth of our country who face many problems due to restrictions by state financial institution regarding age and eligibility. The NYSCO special loans and credit scheme for youth provide special concessions. Up to 30 th september 1990 NYSCO has conducted 4671 projects and issued loans up to Rs. 46,219,163.

Activities

In the youth co-operatives male and female members have equal rights and opportunities and equal responsibilities. Establishment of joint ventures, participation in exhibitions and fairs of small enterprises, entrepreneurship development training programmes are all conducted for both sexes. Therefore, there are no womenco-operative societies or women's committees. However, considering the activities performed at present, development of women members could be channelled through development of women's participation and self employment activities.

Through these activities their production and services could be enhanced and also provide self employment for women staying in the house. Through Trade fairs and exhibitions prominence could be given to for products of women and thus find them a good market.

Through entrepreneurship development training, the women could be given the knowledge to compete with other women's products in the market. Also steps could be taken to educate the young women on child , maternal and family health, protection of the young and steps to overcome malnutrition. By educating the mother, the teenagers could be saved from social pitfalls.

Through the present activities of youth co-operatives the women members could be trained and encouraged to coordinate with women members from other types of co-operatives for their mutual benefit.

3.5 Women's Committees in other sectors of co-operatives

Women's committee have been formed in the agricultural Co-operatives Handicraft Co-operatives, Textile Weaver's Co-operatives etc., in a very minor scale.

Special interest has been taken by the NCC to form Women's committees in the Mahawali Pilot Project area. The women members are actively engaged in processing rice in a clean and economical method, home-gardening and sawing.

The women's committees within the area covered by the project on environmental conservation and sustainable development are specially engaged in home gardening based on correct agricultural methods, giving emphasis to soil conservation and afforestation.

In the central province, North western province and South eastern province in few dairy Co-operatives the women members are engaged in rearing milk-cows, goat, pig, poultry and yoghurt preparation. _

4. General Observations

1. One main difficulty faced by the women in their progress ~~progress~~ is they exceed in number in the membership of societies, they are more involved in the activities and actively participate in the activities, yet now here in the structure of a co-operative enterprise are they mentioned. Realising this fact the MPCSSs have included the provision of two women leaders on the board. The Fisheries Federation has included two women members of their board. The SANASA has been amending its by law to include the Women's committee leader to sit on the Board. This is a welcome situation because considering the organisational structure of any co-operative enterprise the place of the Women's Committee is not included in the overall picture of the institution. Because considering the organisational structure of any co-operative enterprise the place of the Women's Committee is not included in the overall picture of the Institution.

2. All the co-operative women's organisations have very noble and highly acceptable aims and objectives. But how far are these objectives realized. It is relevant to find the relevancy of these objectives in the current development programmes of the NCC.

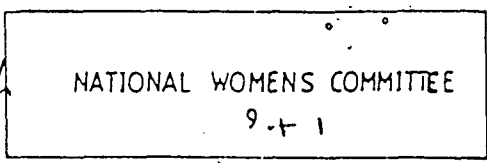
3. The absence of a systematic national plan for co-operative women's activities has created duplication and overlapping of activities in the districts. The same type of programmes are found to be conducted in the same district by two different Women's Committees. This is a waste of time, energy and limited resources.

4. Through Women's Committees the attitude of women members have changed. Recognising their place in the society, placing value on their skills and abilities, opportunity for development have brought them out of the shadows. This has increased the membership as well as enhanced their savings and their participation.

5. The absence of a separate fund for women's development is a draw back.

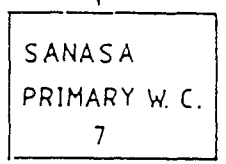
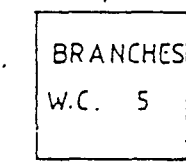
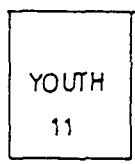
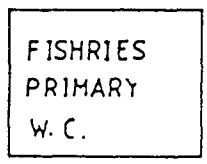
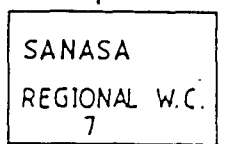
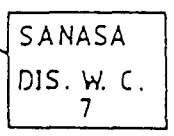
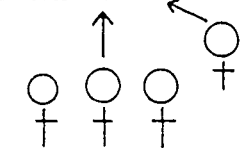
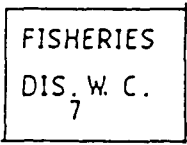
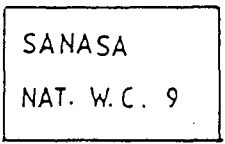
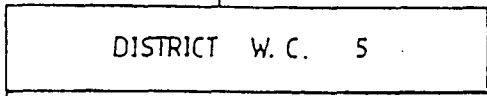
EXISTING STRUCTURE

of the NCC
National Women
Committee.



ONE REPRESENTATIVE FROM
EACH PROVINCE

GENERAL BODY
 $27 \times 5 = 135$



GROUP REPORTS BY PARTICIPANTS

[Signature]
10-11-94

4TH ICA/JAPAN TRAINING COURSE FOR WOMEN LEADERS
OF AGRICULTURAL COOPERATIVES IN ASIA

FROM OCTOBER 17 - NOVEMBER 12, 1994

THE 4TH ICA/JAPAN TRAINING COURSE FOR WOMEN LEADERS OF AGRICULTURAL COOPERATIVES IN ASIA WAS HELD IN IDACA FROM 17TH OCTOBER TO 12TH NOVEMBER. THIS TRAINING COURSE WAS JOINTLY SPONSERD BY IDACA AND ICA.

THE TRAINING COURSE COMPRISED, CLASS ROOM LECTURES, DISCUSSIONS, VIDEO FILMS, QUESTION AND ANSWERS AND ALSO FIELD VISITS. THESE METHODS HAVE GAINED US TO UNDERSTAND THE JAPANESE AGRICULTURE COOPERATIVES, THEIR ORGANIZATIONAL STRUCTURE FUNCTIONS AND ACTIVITIES.

THIS REPORT IS PREPARED BASED ON MY OBSERVATION DURING THE FIELD VISITS AND TRAINING PROGRAMME. THIS TRAINING COURSE SPECIAL ATTENTION WAS PAID TO THE STRUCTURE OF THE WOMEN'S ASSOCIATION OF AGRICULTURAL COOPERATIVES IN JAPAN. IT IS HOPED THAT, THIS REPORT WILL SOME LITE ON THE JAPANESE SYSTEM, JAPANESE EXPERIENCE OF AGRICULTURE COOPERATIVES AND ALSO GIVEN AN INSIGHT ON THE EXTENT WHICH IT COULD BE IMPMENTED IN OUR OWN COUNTRIES.

IN MY COUNTRY THERE ARE SO MANY INTERFEARENCE OF THE GOVERNMENT TO THE COOPERATIVES. IT IS VERY CLEAR NO SUCH SITUATION IN JAPAN. IN JAPAN THERE IS NO DEPARTMENT OF COOPERATIVES LIKE OUR COUNTRY. JAPANESE AGRICULTURE COOPERATIVE SOCIETIES' MANAGING DIRECTORS ARE ELECTED. NO INTERFEARENCE IN THE AFFAIRS OF THE MANAGEMENT OF COOPERATIVES. THE ELECTIONS ARE HELD ONCE IN THREE YEARS.

THE AGRICULTURAL COOPERATIVES IN JAPAN PLAY A MAJOR ROLE IN THIS COUNTRY. MAJOR PART OF THE AGRICULTURAL PRODUCE OF FARMERS ARE MARKETED BY THE AGRICULTURAL COOPERATIVES. ALMOST ALL THE AGRICULTURAL COOPERATIVES ARE IN GOOD CONDITION. IT IS RATHER DREAM TO BE REALIZED IN DEVELOPING COUNTRIES LIKE SRILANKA. IT IS OBSERVED TO HAVE CREDIT SOCIETIES AND MULTI PURPOSE COOPERATIVE SOCIETIES.

IN JAPAN THE AGRICULTURAL COOPERATIVES HANDLING MORE THAN 80% OF THE AGRICULTURAL PRODUCTS OF THE MEMBERS. NEARLY 58% FRUITS, PADDY AND VEGETABLE GROWN BY THE MEMBERS. THE MOST IMPORTANT THING DURING OUR VISIT IS ALMOST ALL THE SERVICES EXPECTED BY THE MEMBERS. THE FARM MANAGEMENT TO INCREASE THE FARMERS INCOME AND REDUCE THE COST OF PRODUCTION. THE FARM PLANNING EXTENSION OFFICERS ADVISE THE MEMBERS ON THE TYPE OF PLANT TO GROW. AND COMBINE THE OTHER ACTIVITIES LIKE RAISING PIGS, CATTLE, POULTRY, HORTICULTURE ETC.

IN OUR STUDY VISIT IN CHIBA PREFECTURE AGRICULTURE COOPERATIVES IN JAPAN ALSO RENDER BETTER LIVING ACTIVITIES IN THE FORM OF BETTER IMPROVEMENT OF HEALTH AND DIET TO BE FOLLOWED BY THE MEMBERS. THE AIM OF THE BETTER LIVING ACTIVITIES IS TO EXPAND LIFE AND LIVING FOR MEMBER FARM FAMILY. THEY UNDERTOOK ACTIVITIES TO PROMOTE NURSING CARE FOR THE ELDERLY AND NEW JOINT PURCHASING CAMPAIGN. THE WOMEN ASSOCIATION OF THE JAPANESE AGRICULTURAL SOCIETIES ARE WELL ORGANISED. THE SOCIETIES PROMOTED BETTER LIVING AND CULTURAL ACTIVITIES BY GUIDENCE AND SUPPORT OF THE WOMEN'S ASSOCIATION.

JAPANESE AGRICULTURE SOCIETIES ALSO HELP THE MEMBERS IMPLEMENTING ACTIVITIES TO ENCOURAGE THEM TO JOIN FARMER'S PENSION SCHEME AND PROVIDING CONSULTATION SERVICES. THESE SOCIETIES LAUNCHED A PROGRAMME FOR THE TRAINING OF THE OFFICIALS AND EMPLOYEES. ALSO THEY HAVE WELL ORGANIZED ACTIVE PUBLICITY SYSTEM. THEY HELP MEMBERS FOR PROVIDING SOCIAL CERAMANIES LIKE MARRAGE AND FUNERALS.

WE HAVE CLEARLY OBSERVED, JAPANESE WOMEN PLAY A LEADING ROLE IN THE COOPERATIVE MOVEMENT. THE DRIVE TO ENHANCE THE ECONOMIC STATUS OF MEMBER FARMERS, THE PROMOTION OF A HEALTHY LIFESTYLE AND THE ATTAINMENT OF SPIRITUAL OFFENCE ARE CARRIED OUT BY THE WOMEN ASSOCIATION, IN TERMS OF EVERY DAY AND CULTURAL ACTIVITIES. SOME SOCIETIES CONDUCT HEALTH PROMOTION ACTIVITIES AND ALSO PRODUCES SOAP, USING USED COOKING OIL. IN ADDITION SOME SOCIETIES HAS A FOOD DISTRIBUTION CENTERS TO DELIVER SAFE, HEALTHY FOOD TO MEMBER FARMER'S HOUSEHOLDERS.

THE JAPANESE EXPERIENCE OF SYSTEMATIC AND WELL PLANNING FROM THE FARMER LEVEL TO THE REGIONAL LEVEL AND TO THE NATIONAL LEVEL PLAYS AN IMPORTANT FACTOR IN THE SUCCESS OF THE JAPANESE

AGRICULTURE COOPERATIVES. THE CONSISTENCY OF THEIR DIRECTION IS ALSO WORTH TO BE CONSIDERED.

IN SRILANKA, THE TYPE OF AGRICULTURAL COOPERATIVE SOCIETIES CONSIST OF TEA, PRODUCERS, RUBBER PRODUCERS, MILK PRODUCERS, ANIMAL HUSBANDARY AND OTHER TYPES OF AGRICULTURAL SOCIETIES. THE NUMBER AND THE SIZE OF MEMBERSHIP OF AGRICULTURAL COOPERATIVES ARE 566 AND 87,000 RESPECTIVELY, MAGNITUDE OF THE MEMBERSHIP IN RELATION TO THE TOTAL MEMBERSHIP OF COOPERATIVES IS 2%. THIS DOES NOT INDICATE THE CLEAR PICTURE OF THE COUNTRY SINCE MOST OF THE FARMERS ARE MEMBERS OF MPCs WHICH ARE EXCLUDED FROM THE LIST OF AGRICULTURE COOPERATIVES, AS THEY ARE NOT PURELY DEVOTED FOR THE DEVELOPMENT OF AGRICULTURE.

TODAY A VARIETY OF SINGLE PURPOSE AGRICULTURE PRODUCTS COOPERATIVE SOCIETIES ARE BEING FUNCTIONED IN SRILANKA. HOWEVER THE SIZE AND TYPE OF ACTIVITIES ARE SIGNIFICANTLY VARIED FROM ONE TO ANOTHER, ALTHOUGH A GREAT DEAL OF WORK IS BEING DONE BY MANY MPCs FOR THE DEVELOPMENT OF AGRICULTURE. THE MPCs HAS ONLY SECTION FOR THE DEVELOPMENT OF AGRICULTURE AND MANY OF WHICH HAVE ALSO CEASED TO FUNCTION.

IN SRILANKA, THE NATURE AND MAGNITUDE OF PROBLEMS OF AGRICULTURAL COOPERATIVES WILL VARY FROM PLACE TO ANOTHER. BUT IN GENERAL, THERE ARE PROBLEMS WHICH ARE OF COMMON NATURE AND AFFECT MANY COOPERATIVES IN THE AGRICULTURAL SECTOR. A MAJOR DEBACLE IN THE AGRICULTURAL SECTOR IS UNORGANIZED PRODUCTION, WHICH IN TURN CREATES EITHER DEBT OR SURPLUSES OF AGRICULTURE PRODUCE IN THE MARKET. SECONDLY THE UNCERTAINCY, WHICH HAS RESULTED DUE TO NATURAL DISASTERS HAS CAUSED POOR INVESTMENT IN THE FIELD OF AGRICULTURE. THIRDLY THE AGRICULTURE COOPERATIVES OPERATE IN KEEPING WITH DUEL OBJECTIVES PARTICULARLY IN THE AMIDST OF PRODUCERS AND CONSUMERS. THE NEXT MAJOR PROBLEM IS, THE LACK OF FLEXIBILITY OF STRUCTURE OF AGRICULTURE COOPERATIVES. FINALLY IT IS EVIDENT THAT A LARGE NUMBER OF COOPERATIVES ARE AT PRIMARY STATE AND A SMALL PERCENTAGE OF TOTAL PRODUCTION IS PROCESSED AT THE COOPERATIVE LEVEL. DUE TO THE VARIOUS REASONS, SUCH AS LACK OF CAPITAL AND TECHNOLOGY, THE PROCESSING OF AGRICULTURE PRODUCE IS NOT TAKEN PLACE AT THE COOPERATIVE LEVEL. THEREFORE, FOCUSING ON THIS MATTER IS VITAL FOR

LONG RUN VIABILITY OF THE AGRICULTURAL COOPERATIVES IN SRILANKA.

IN SRILANKA, TRADITIONAL ROLE OF WOMEN IS TO LOOK AFTER HER HUSBAND AND CHILDREN. HOWEVER, WITH THE SOCIAL, ECONOMIC AND POLITICAL CHANGES IN THE HALF OF THE TWENTIETH CENTURY, THE INTRODUCTION OF ADULT FRANCHISE AND FREE EDUCATION, THE STATUS OF WOMEN IMPROVED SIGNIFICANTLY. BOTH SEXES ENJOY EQUAL LEGAL FREEDOM. THE LITERACY RATE IN SRILANKA IS NEARLY 90%. AND THE LITERACY RATE FOR FARMERS IS 83%.

WOMEN HAVE PARTICIPATED IN THE COOPERATIVE MOVEMENT OF SRILANKA SINCE ITS INCEPTION. THERE IS NO DISCRIMINATION IN THE PARTICIPATION OF WOMEN IN COOPERATIVE LAW. ALTHOUGH, EVERY MEMBER OF FAMILY CAN ENROLL AS A MEMBER. IN MOST FAMILIES ONLY THE HOUSEHOLDER BECOMES A MEMBER. BUT THE ACTUAL PARTICIPATION IS BY THE FEMALE. OUT OF THE TOTAL MEMBERSHIP 38% ARE WOMEN. COOPERATIVE WOMEN'S ACTIVITIES IN SRILANKA WAS ORGANISED IN 1976 AND A STRUCTURE BUILDING UP FROM PRIMARY SOCIETY LEVEL TO NATIONAL LEVEL WAS ESTABLISHED.

THE ORGANISATION OF THE WOMEN'S COMMITTEE IS SUCH THAT THE FUNCTION IS NOW BEING ATTENDED TO BY THE WOMEN'S LEADERS. THEREFORE, INTELLIGENT AND ACTIVE PARTICIPATION OF WOMEN MEMBERS IS A WELCOME SIGHT IN THE COOPERATIVE MOVEMENT. IN ALL DISTRICTS OF THE ISLAND VARIOUS ACTIVITIES ARE BEING CARRIED OUT BY THE WOMEN'S COMMITTEE, ACCORDING TO THE REQUIREMENTS OF THE MEMBERS. IN THE RURAL AREAS ANIMAL HUSBANDRY, HOME GARDENING, HANDICRAFTS, MAKING SWEET MEATS, CONDUCTING PRE-SCHOOLS, MAKING OF INCENSE, MAKING OF MASKS AND WOOD CARVING TAKE PRECEDENCE OVER ACTIVITIES REQUIRING MORE TRAINING AND SKILLS. HOWEVER, IN THESE AREAS THE WOMEN LEADERS CONCENTRATE MORE ON PROGRAMMES BASED ON NUTRITION, FAMILY HEALTH, BUDGET CONTROL OF FAMILY INCOME, AND PREPARATION OF BALANCED DIET FOR THE FAMILY.

SRILANKA IS A DEVELOPING COUNTRY. WE CANNOT BE FULLY IMPLEMENT THE JAPANESE SYSTEMS DUE TO SO MANY REASONS. BUT I WOULD LIKE TO REFER THE JAPANESE EXPERIENCE TO IMPROVE OUR AGRICULTURE COOPERATIVES AND SPECIALLY OUR COOPERATIVE WOMEN COMMITTEES. ALL THE COOPERATIVE WOMEN COMMITTEES IN OUR COUNTRY HAVE VERY NOBLE AND HIGHLY ACCEPTABLE AIMS AND OBJECTIVES. WITH JAPANESE EXPERIENCE I WILL ORGANISE A NATIONAL PLAN FOR SYSTEMATIC TRAINING AND EDUCATION OF WOMEN MEMBERS. I TAKE SPECIAL INTEREST TO IMPROVE THE WOMEN ACTIVITIES IN AGRICULTURE COOPERATIVES TO

PROVIDE TECHNICAL KNOWHOW, AND SKILLS DEVELOPMENT TO WOMEN COOPERATORS
PRODUCE ITEMS OF GOOD QUALITY AND FINISH IN ORDER TO COMPLETE WITH THE
GOODS IN THE OPEN MARKET.

I WOULD LIKE TO CONCLUDE THIS REPORT I EXPRESS MY SINCERE THANKS, AND APPRECIATION TO IDACA FOR THE WARMEST HOSPITALITY EXTENDED TO US DURING OUR STAY IN JAPAN. I CONVEY MY GRATITUDE AND THANKS TO THE ZENCHU ALSO. I AM GREATFULL TO THE ICA, FOR THE KIND INVITATION TO PARTICIPATE IN THE TRAINING COURSE. THANKS TO IDACA FOR THE ASSISTANT GIVEN TO ORGANISE AND HOSTING THE TRAINING PROGRAMME. WE HAD WITH US DIFFERENT EXPERIENCE FROM OUR OWN COUNTRIES TO DEAL WITH IMPORTANT ISSUES CONCERNING OUR COOPERATIVES. I FEEL THAT I HAVE LEARNED A GREAT DEAL DURING MY TIME HERE, AND ALSO A LOT OF USEFULL WORK WAS DONE.

I WOULD LIKE TO THANK ALL THE STAFF MEMBERS OF IDACA, SPECIALLY OUR COORDINATOR MR ABE FOR TREMENDOUS JOB DONE. I WOULD LIKE TO EXTEND A LOT OF THANKS TO DR. DAMAN PRAKASH OF ICA. I EXPRESS MY SINCERE APPRECIATION TO THE CHIBA PREFECTURE AGRICULTURE COOPERATIVE UNION, ECONOMIC FEDERATION, J.A. SANBU MULTIPURPOSE AGRICULTURE COOPERATIVE UNION, J.A. SANBU WOMEN ASSOCIATION, WOMEN ASSOCIATION OF JATSUKEI-GUN HACHOJI INTERNATIONAL FRIENDSHIP CLUB AND OUR ONE NIGHT HOST MR AND MRS KAZUKO HASEGAWA. ON BEHALF OF THE COOPERATIVE MOVEMENT IN SRILANKA AND NATIONAL COOPERATIVE COUNCIL WISH THE IDACA CONTINUED EVERY SUCCESS

FROM -

SUSHILA PAUHAKKARA - SRILANKA

SOMASEELI GUNASEKARA. SRILANKA.

ICA/JA ZENCHU/IDACA Training Course for Women Leaders of Agricultural Cooperatives in Asia was held in Idaca from 17th Oct. to Nov. 12th 1994. With special reference to Japanese Experience Tokyo (Japan).

Introduction -

The main purpose of this seminar was to give an orientation to the participant based on to the Japanese experience on the agriculture cooperative. This seminar was made up of classrooms, lectures sessions with questions and answers, followed by field study etc. which was organised to help the participant to grasp the Japanese methods of working of cooperatives. This report is submitted to place on record to major findings of the participant regarding organization, management, business and promotion activities. An effort is also made to identify the applicability under relevance of the experiences to our own country situation.

India is considered an agricultural country. Farmers are the backbone of our agricultural production. The years of much effort, they are not fairly compensated of the production cost and labor because many of them are not knowledgeable in business and accounting. They are just fooled by many private traders. In other words, the traders get the most out of the farmer's production. Another reason is that many farmers have inadequate technological skill to increase production both in quality and quantity. Also, many farmers in the

Country never realized how important planning is in their lives. In this regard strong agricultural cooperative movement is ~~vital~~ vital in the country to help farmers in the following aspects namely-

- ① Increased productivity.
- ② Adopt the habit of saving.
- ③ In unity there is strength.

thereby elevating their economic status and improving their way of living.

Collective farming is not practiced in India. Each farmer owner of the land has his own plan for his field. Seed in the country come in different varieties and farmers may choose what variety of seed he wants to plant in his field.

A number of farmers do not prepare a good plan / budget of production in relation to the cost of his living. Thus, expenses for a living usually exceeds production income. It is also a practice of many farmers to spend much during harvest season at the expense of future needs.

Most cooperatives in the villages are small, medium or large. As in the case of primary societies particularly in the village level, they serve the farmers of the following -

- ✓ ① supplying farm inputs in the form of loan.
- ✓ ② some cooperatives have farm technicians to give farm guidance.
- ✓ ③ buy the farm products directly from the farmers.

2.

Observation:- It was observed and learnt from the study visit that agriculture cooperatives of Japan market major share of their agriculture produced agricultural horticultural produced of the members and meet the input requirements of all the members, besides providing credits to the needy members. It was also observed that the society function as multipurpose society meeting by rendering service to the members like preparation of farm management plan, farm production and marketing of agriculture produce. It was noted that society were providing guidance to the members of better living to improved the standard of life of the members. Society also rendering the service to the members for the health and welfare of the members. So it was my observation that the Japanese agricultural societies are working very well.

The Japanese Society is very well nit. In general they are very punctual about their time and appointment, though I have seen Japanese society for a short period but I am of the opinion that most of them look very happy and healthy.

The agricultural system in Japan is very well defined and the farmers get all the information materials from the different agricultural association. In most of the cases even their sell of the product is noted.

or associations. It seems that in each prefectural Govt. they have experts in different fields, heading each branch of agricultural like animal husbandary, rice, mushroom etc. and these experts keep in touch with the farmers (Dairy, poultry and provide guidance from time to time to the concerned parties.

During my over night stay at the farmers house I was very much impress by the warm welcome and the hospitalities. I observed that only old people were there and they were looking after their cattles (Hoslen cows) They had automatic system for milking. I understand that the milk is sold through the cooperative outlet. The Japanese farm ladies are very hard working and homely. The youngsters are not interested in the farming but they are interested in the salary man's activities.

3

The lessons can be learnt from Japanese experience of systematic and careful planning from the farmers level to the regional level and to the national level plays an important factor in the success of their agricultural cooperatives. The strong Govt. Government support to agricultural cooperatives has contributed alot. The Japanese successful agricultural cooperative movement lies in these three principles -

- ✓ (1) Right technology.
- ✓ (2) group efforts and
- ✓ (3) hard work. work.

The experiences can be used in other Asian countries are -

- ① Correction of out-dated ideas,
- ② Regular meeting activities
- ③ Systematic and careful planning
- ④ Raising people's awareness.
- ⑤ Training
- ⑥ group effort
- ⑦ Hard work
- ⑧ Right technology.

4. It can be concluded that Japanese agricultural cooperative can be taken as a MODEL in our country.

6. I here with Acknowledge - thanks to ICA/JA ZENCHU/ and IDACA for sponsoring and giving us an opportunity to participate in the seminar. I especially thank Mr Ake our coordinator for taking keen interest and showing most of the places, he was very understanding and homely we felt with him. May God gives him more courage to shine, so that we may say here is Mr Ake No-1 Our coordinator in 1994. I thank other staff of the Idaca also for their kind hospitality.

Reported by

Atendra (India)

FROM
MS SHAILAJA C JALIYAL
K.S.C.A & RD BANK LTD,
BANGALORE
KARNATAKA
INDIA

INTRODUCTION

This training of 4th/ICA/JAPAN training course for women Leaders of Agricultural Cooperatives in Asia was jointly sponsored & conducted by IDACA, ICA, JA ZENCHU, JA SAMBU & OTHERS. Accordingly, I have attended the seminar from Oct 17th to Nov 12th 94. The inauguration of this training was held on Oct 18th 94 at IDACA, representatives of Ja Zenche, Managing Director of IDACA, ICA staff, Managerial staff of IDACA addressed the session. This training comprises the class room lectures and discussion in the form of questions and answers. I had been to Chiba prefectures, JA sambu, Agricultural cooperative societies in Chiba prefecture and stayed in a farmers house for one night to study the customs and traditions of rural house. The class room discussion and the field study visits have enabled the participants to understand Agricultural cooperatives, their culture, constitution, functions and its activities and social way of life of Japanese.

I deem it is a great source of encouragement for women Leaders of Agricultural cooperatives in Asia, as it gives ample opportunities to expose ourselves to the training aspects of leadership in the cooperatives,. As one of the participant from India(Karnataka) BANGALORE working as LAW OFFICER at K.S.C.A & R. D Bank ltd. since 20 years of service. The main objects of the Bank was to lend long term loans to the farmers to get rid off the debts received from the land lords. Afterwards, the Bank began to lend loans under Horticulture ie coconut, Areca, sapota, Mango , Gauva, Pomegranate, coffee, Rubber cashewnut and others, under Diversified schemes such as building of MPCs societies ,Dairy Development, poultry, pigery, sheep rearing, Goat rearing, Prawn & fishy culture, sericulture, Gobar and Bio gas, under Minor irrigation such as Lift irrigation, Dug, Bore, Tube well, Drip and sprinkler under Farm Mechanisation Tractor, power tiller, Srto.

The Bank has diversified its activities to Non-Farm sectors lending since 1987. The KSCARD BANK BANGALORE is the first Bank in the country to take up Non farming activities. Land less labourers who have skill and ability to take up tiny enterprises in their own villages. This would mainly create employment opportunities for rural artisans and farmers to earn an additional income.

The Bank has federal structure in lending ie two tier system from primary coop Bank to ultimate borrower. The main resources of the Bank are share capital, Nabard, state and central Govt, Lic and floatation of Debentures. I am proud to say that the cooperative movement in India during 1800 was started from "Betageri" village in Karnataka.

The main problems of the Bank is its increasing overdues due to too much interference of the Govt hands. Our Chairman Sri. B.S.Vishwanathan has played a key role for the upliftment and growth of the Bank.

This report is prepared, based on our observations during the period of training from oct 17 th to Nov 18th 94.

1. The people of Japan are very hard working, concentration in their work without anybodys supervision, honest, hospitable. Finally I like the smiling faces and glittering eyes of women while doing work and also while inviting the foreign delegates.

2. In India, we have got a separate department for cooperation, but in Japan ther is no cooperative department.

3. In India, we are facing dignity of labour, but in Japan everyone likes to do any type of job. Hence, they are not facing much employment problem.

4. In Japan, Managing Director are elected but in India, they are nominated by the Govt department of cooperation.

5. The elections are held once in 3 years in Japan but whereas in India yearly.

6. In Japan there is no interference of Government in the affairs of the management of the cooperatives but whereas in India too much interference of Government due to contribution of Govt share capital in the Bank.

7. In Japan there is no much difference in the salaries of rich and poor. This is maintained due to maintain the equal standard of all the people but whereas in India there is much difference in the salary of management and the staff.

8. In Japan they have maintained the equal rights for men and women in the society, men supports the women in all respects, men does not hesitate to do the house hold chores. He will be the backbone for the family.

9. The Japanese gives more importance for the quality of the goods manufactured rather than the cost of the price.
10. They give more prominence for the punctuality, health & hygiene by adopting balanced diet, health checkup centres of cooperatives.
11. Literacy percentage of the people of Japan is 100%.
12. The women Agriculture Cooperatives are ~~working~~^{engaged} in all most all the fields like purchasing, marketing, better living activities, health clinic, credit lending, book keeping system.
13. A cooperative covered 99% memberships.]

It is rather a dream to be realised in our developing countries. It is observed that the credit Agricultural cooperatives function as multipurpose cooperative societies. They are handling more than 80% of the agricultural produce of the members, nearly 58% fruits, 53% vegetables are grown by the members. Besides marketing, the live stocks products like beef, pork, fish, chicken and mutton has achieved nearly 50% from the cooperatives. The total agricultural produce produced by the farmers is nearly 100% are marketed by the agriculture cooperatives. All most all the agriculture cooperatives are running under profit. We do not find any cooperatives under liquidation.

The most important observations during our visits, these societies cater to all most all the services expected by the members like farm management advise to increase the farm income and reduce the cost of production. The farm advisors advise the members, the type of commodities to be grown by them and combine the other activities like piggy, beef (dairy), horticulture and etc. These societies also render assistance in the form of advise to the members, on better living, better improvement of health, diet to be followed by the members. Further the JA cooperatives also help the members in performing social ceremonies like wedding and etc.

It is clear from the above all most all possible services are rendered by the Agriculture cooperatives to the members as per the needs of the members. The planning methods of the cooperatives have brought about the improvement in the standard of living of the members considerably. It is clearly observed that Japanese women played a leading role in the cooperative movement to enhance the economic status of members farmers especially in rural areas. Some JA's conduct health promotion activities like health checkup & joint purchasing activities. And also produce soap using used cooking oil. In addition, some societies have food distributing centres for the aged and busy women who have engaged in farm work.

There is ^{strong} member confidence in the member society and mobilised resources.

solidarity, spirit of patience, future planning, challenging nature among farmers are the causes for the achievement and success of the country.

APPLICABILITY & RELEVANCE OF THE EXPERIENCES

It is hoped that this report will throw some light on the Japanese experiences of Agricultural cooperatives and also give an insight as to what extent it could be implemented in our country situations and varied circumstances.

With Japanese experience gained from the seminar will be implemented to prepare effective planning for rural development through 177 primary cooperative Agricultural and Rural Development Banks operating in Karnataka., try to give full knowledge in farming for the rural women cooperatives by using modern, highly technology of cultivation, use of pesticides, insecticides, preparing seedlings by the use of tissue culture techniques. I will organise a state level plan for systematic training and education of rural women members and take keen interest to improve the welfare of rural women activities in Agricultural cooperatives. I will educate the farmers and women cooperatives to be honest and sincere in their work as Japanese to uplift the cooperative movement through Agricultural cooperatives. In India, the Government has reserved 30% reservations for the women in all fields including in the Board, hence so many women can come forward in the cooperative field to achieve the goal.

"UNITY IS STRENGTH"

THE FOLLOWING ACTIVITIES SHOULD BE ENCOURAGED

1. Mutual insurance among women cooperatives.
2. Piggy Bank to encourage saving habits.
3. Income generating project for rural women cooperatives.
4. To strengthen the rural women Agricultural Associations.
5. Better living Activities like health check up centre, health and hygiene consciousness, balanced diet to be introduced.
6. Group farming and purchasing activities.
7. Avoid pollution of Environment.
8. To maintain kitchen garden in the rural areas.
9. The women should actively participate in policy making process for the areas of agriculture.

CONCLUSION

Women's Associations of Agricultural cooperatives has completed 42 years of its working. Thus it has contributed a great deal to the balanced development of Agriculture and Agricultural cooperatives, the welfare of farm household members. Women Association members contribute a great deal to the total efforts aimed at the increase in productivity and family welfare. Women Association of JA Sambu, Zenchu, Fukui do their service to the best of their self satisfaction and they do not expect any reward or appreciation for their work from others. They try to ascertain the views of their member through direct meetings group discussions and satisfy their all needs under one roof accordingly. The above procedures and rules can not be implemented or extended to our country 100% because of so many reasons that I have explained in detail earlier. Every women should come forward with enthusiastic zeal and convince the family members. "WHERE THERE IS A WILL THERE IS A WAY " so that she can be economically and socially independent person.

RECOMMENDATION FOR THE FUTURE IMPROVEMENT ON THE COURSE

(RECOMMENDATION AND SUGGESTIONS)

1. The women Association of Agricultural cooperatives should open an orphanage for the aged and elderly people. In the later stages, those people need moral support and affection from others. For which, Government should under take some steps by providing some type of subsidy.
2. The Japan is facing aging society of farmers nowadays, for which the Agricultural cooperatives or Govt should initiate some kind of encouragement to the young farmers.
3. More women should be encouraged to join as regular members of Agricultural cooperatives.
4. More women directors should be in the management Board.
5. More activities on the preservation of environment.
6. More income generating projects should be introduced.
7. More international exchange programmes for members and also for the young ladies groups.
8. The charge for the medical checkup for the aged or elderly persons in the cooperative hospital should be reduced.
9. More educational training should be extended to the international young women by inviting more participants.
10. Womens should get husband's property after his death, the same policy should be included.

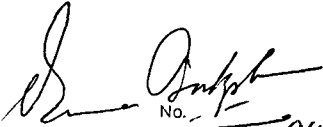
ACKNOWLEDGEMENT

I am extremely grateful to ICA, Project Director Sri Daman Prakash and staff and IDACA for having given me an opportunity of learning the Japanese system of Agriculture cooperatives. During the training period, the IDACA provided all amenities and see that the participant had no difficulties. I express my sincere gratitude to our course coordinator Mr YuKio Abe who has very kind, polite, humble and taken too much of strain, by taking us to many ancient, important places of Japan, Mr Futagami, Managing Director Mr Nakayuka, Mr Hiroshi Terumuma, Ms Yukie Aoki, Ms Eiko Oshita, Chizuko Kogure for their kind cooperation and hospitality.

I would like to thank Mr & Mrs Konde for having served delicious, nutritious, balanced and palatable food in the training at Japan.

I express my sincere and respectful thanks to JA Zenchu and staff, women agricultural Association of Cooperatives, Leaders and staff, JA Sambu, JA Chiba Agricultural Cooperative Union, JA Fukui and other eminent leaders of women cooperatives of Japan.

Finally, I thank our Chairman Sri B.S. Vishwanathan for having nominated from Karnataka to training at Tokyo to achieve and gain knowledge in the Agricultural Cooperatives of Japan.


No. _____
Date 10-11-94

4th ICA/ Japan Rural Women Leaders Training Course
From October 17 to November 12, 1992 Tokyo, Japan

Final Report

Nov. 11, 1994

By: Nahida EL-Saies

Feryal Jousef

JORDAN

Introduction :

We are very grateful to the ICA Regional office for Asia and the Pacific and to IDACA for their kind assistance and encouragement to invite the women leaders of Agricultural Cooperative in Asia, to attend the training course which held at IDACA/Tokyo, and would like to express our sincere thanks for inviting Jordan to attend this programme, since the programme was prepared carefully and the effect of useful subjects which were presented have a great concern with the Cooperative movement in Japan and its progress, and have served the Agricultural Cooperative members and non members and the national society as a whole.

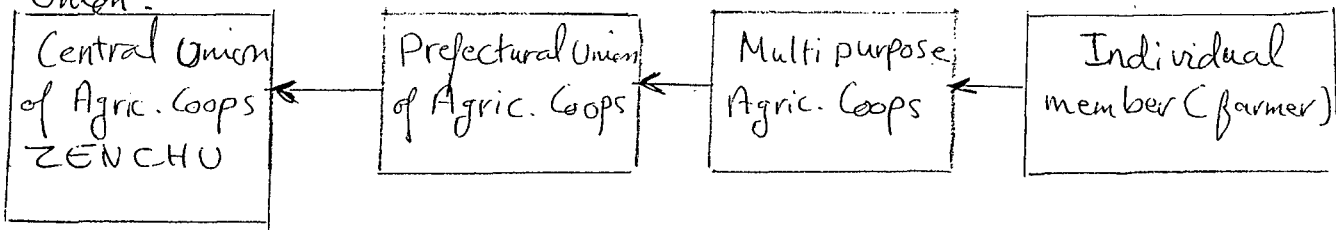
In spite of Japan was exposed to terrible attack during world war II (Hiroshima & Nakazaki) yet Japan was able to challenge the time and the whole world by its rapid economic progress and development in which Japanese can confidently compete and control the industrial west countries through its distinctive industrial production.

Through our visits we liked the Japanese way of life and the development in Agricultural technology was very obvious in spite of the small holdings of the farmer.

We hope for the Asian countries to develop it self the same way as Japan did, since Asia is the richest continent in its natural resources.

The development of the Cooperative movement in Japan which started in 1868 but the speedy development started after the second world war since the agricultural cooperatives were able to involve all farm families

and enable all the rural Cooperative Societies to operate credit, marketing, purchasing so the Cooperative movement established a strong foundation as primary Coop. Societies and then the secondary level as the prefectural federations and Unions then the apex of the Cooperatives is the Central Union.



This organizational structure illustrates to us the strong relation and the strong commitment between the Cooperative farmer as an individual and the working groups through the Cooperative societies as a primary Cooperative level, this relation and commitment gets stronger through its connection with the prefectural level as (Prefectural Union) and this relation gets stronger between these prefectural Union through the Central Union.

We can conclude that the three levels work together to serve the Cooperative movement in Japan, and to raise the level of members in the society through providing the best services and activities to increase their income and to have better living.

We can observe that through the Cooperative work, there is a relation between the farmer as a producer Cooperative member and the consumer, for this the distance between them will be closer and will be direct contact among them in order the producer will be able to know the desire of the consumer and the consumer will be able to know the problems of the farmer as a producer, hence this direct contact will help in solving the problems which are facing both the

producer and the consumer

" We ~~need~~ want Consumers and producers through broadCarts, and enlighten Consumers about Agriculture."

Chiba Prefecture is surrounded by sea in three directions and it is blessed with a mild climate with annual rain fall ranges from 1000 mm to 1500 mm, The number of population is around 5,800,000

Chiba Prefecture had been developed since 1912 to 1992 that for it started with 75 Towns and 349 villages to become in 1992 (30) cities and 45 Towns and 5 villages, we recognize that no. of villages had been reduced to 5 villages only.

variety of land area is divided as follows:

Paddy field
 Upland field
 Residential land
 Ponds, Swamps
 Forest
 Pasture, wilderness

which consist of a total area about $\text{Km}^2 3,584,969$

The gross prefectural production turnover in Chiba Prefecture in the year 1991 was 16,320.4 billion Yen and the annual income per person is ≈ 3 million Yen.

Farmers in Chiba Prefecture are classified into three types:

1. Full time farmer
 2. Part time I (farmer who derive his main income from farming)
 3. Part time II (" " " " " " " from other resources)
- The total number of farmers engaged in farming is about ~~284,019~~ 284,019 Person.
- Gross agricultural production turnover in Chiba Prefecture

as in 1991 was 49.03 billion Yen

- The total no. of multi-purpose agricultural Cooperatives as of 1994 is 60, The future plan for Chiba Prefectural Union is to reduce the no. of Cooperatives to 11 Cooperative in order to be served easily since controlling a large no. is very difficult.

Concerning the women's Association of JA Sanba and women's Association of JA Tsukui-gun, we noticed that through the women's activities in teaching how the Japanese women could prepare local healthy food and to teach it to the younger generation with the cooperation of the women leaders in the area this lead us to learn how the Cooperative consist and to enhance Cooperative women leaders for improving local societies and raise here economic and social level and to improve the women's level to a better living.

We noticed also that the efforts done by the women are important and great, but her representation to the leaders level is weak since she is not a regular member at the Cooperative and membership in the Cooperative Law depend on farm households and not on individuals.

We hope for the Japanese women to become regular member in the Agricultural Cooperative in the near future and to have representative at the board of Directors and board of Auditors ---etc. So she will be a decision and policy maker at the higher level of the Cooperative work especially women's cooperative work.

Also we hope for the Agricultural Cooperatives at Chiba prefecture all success and improvement of production level of rice as well as we hope for better improvement for the individual farmer as a citizen at his economic level so women can

accept sharing the life with him.

Role of Elders

We also noticed that to respect the elderly people is a must and essential but it is not necessarily to be one of the active board members, since board members implement the policy of the general assembly and this needs big efforts it might not be possible for an old person to do it and implement such jobs but it is possible for him to be elected as a management consultant for his long experiences and his views and opinion should be considered when the cooperative faces any problems in its management or any other problem.

3. a. The cooperative movement in Jordan will be restructured at the beginning of 1995, in this task the primary cooperative will be connected by secondary unions and the secondary unions will be connected to the central cooperative union, we hope that will be benefited from this direction since it is a successful organizational structure in Japan.

b. We can transfer the experience of the Japanese cooperative women's Association to the women's cooperative in Jordan to encourage them about cooking classes together dishes, and to encourage the kitchen garden, book keeping of family expenses, Rationalization of expenses, Culture and sport activities, environmental protection, beautification of the environment, giving incentives for nursing of aged people and health check up.

4. Conclusion:

1. The important role of the Japanese rural women in Agricultural production should create the awareness in herself for the active participation in the society, and to be a full member in the

Primary Cooperative.

2. It is very necessary to improve the conditions of the farmers and to make his conditions comfortable so he ~~can~~ will not ~~the~~ face the problem of getting married.

3. Elect the young generation to play the managerial activities and to elect the elderly people as consultant.

further
improvement

4. Improve the planting methods in Japan by using new modern technique, in order to reach to self sufficiency from Agricultural products.

5. Recommendation:

a. Number of participants as countries is small, we hope that the number in the future will be more in order other countries (developing countries) will benefit from the successful Japanese Coop. system.

b. Field visits to the farm which use the modern technique in Japan to be more, since Japan is one of the leading countries that uses new modern technique to increase productivity.

6. Acknowledgements:

After ~~was~~ ~~was~~ 26 days had passed since we arrived to Japan to participate in ~~two~~ this training course and after we learnt & saw the Cooperative movement in Japan and the women's Association of the Agricultural Cooperative we cannot but to express about sincere thanks to the people who conducted this programme IDACA + ICA and at the head is Mr. Abe whom he did his utmost to provide to us all of the comfortable conditions to make it easy for us to work, observe and learn, also would like to express ~~about~~ our

deep thanks to all the staff who assist him at IDACA & CUAC especially Ms. Oshita & Ms. Suzuki and Mr. Terunuma.

would like as well to thanks Mr. Futagami and Mr. Toyoda / The new president of IDACA wish him all success in his new job.

Please allow us as a Jordanian group to express our deep thanks for the generous hospitability which we had at JA Chiba Agricultural Coop. Union and JA Sanbu and the women's Association of JA Sanbu, The women's Association of JA Tsukui-gun, for the nice food and the nice gifts that given to us as well as would like to express our ~~thanks~~ warm thanks to the ladies of Hachioji International Friendship Club for their hospitability to us and teaching us floral design and for the nice gifts that given to us.

we have been very fortunate to see Kabuki theater and to watch a Dance Drama with the fine ladies of Hachioji international Friendship club.

as well would like to express our deep and warm thanks to Mr. & Mrs. Y. Kondo chefs of IDACA and the assistant chef Ms. Hisako Mizunuma since they did the best to make us very nice and delicious food with a nice smile over their faces all the time.

also would like to express our thanks to Mr. & Mrs. Kojima our host family for the night we spent with them.

To all the people we met in Japan and to all institutions and women's Association whom ~~were~~ all with smiling faces and hands that work very hard we pray to the God for all of

them long and successful life .

And we wish to the Country of Japan all success and prosperity and better living for all.

Special Greetings and thanks from the Director General of Jordan Cooperative Organization Dr. Jamal EL-Bebbur to all of you for the invitation sent to Jordan to participate in the training programme

Hoping to have more Cooperation with your future programmes

Agriculture Engineer

Nahida EL-Saies
Nahida

Nov. 10, 94

Agriculture Engineer

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Nov. 10, 94

STUDY MATERIAL USED DURING THE COURSE

- 1 Lecture Notes
- 2 Background material on cooperatives

AGRICULTURAL COOPERATIVE SYSTEM IN JAPAN

Mr Shiro Futagami
Managing Director
IDACA

1. HISTORICAL SETTING

The transformation of Japan into a modern society started about 130 years ago, when the Meiji restoration took place and Japan changed from a feudal society into modern state. However, during the Meiji period, industrial development was of primary importance in the Government Economic Policy and agricultural sector was imposed with heavy responsibility not only in food supply but also in tax assessments. As an inevitable consequence, many farmers were forced to ruin, leading to the spread of social unrest. It was a fatal blow to the Government and Landlords.

Under such circumstances, the Government extended positive assistance to promote establishment of cooperative societies and during 1880s many marketing societies in primitive form were established on voluntary basis for major export commodities, such as silk and tea.

In 1900 the first Cooperative Law was enacted, which gave statutory approval for establishment of four kinds of primary cooperative societies, such as credit, marketing, purchasing and processing. The first revision of the Law in 1906 enabled credit cooperative societies to operate marketing, purchasing and processing businesses concurrently. This established the groundwork for the development of the present type of multi-purpose cooperative societies. The second revision of the Law in 1909 opened the way for establishment of federations and national union. With these legal supports, promotional measures of the Government and the devoted efforts of the leaders, the cooperative movement made a rapid expansion throughout the country.

Agricultural panic in 1930s gave a fatal blow to rural communities in Japan and the Government promoted "Self-reconstruction Campaign of Agricultural Economy" as a counter-measure against the ensuing agricultural panic. In response to such government programme, cooperative societies had also implemented Five Year Cooperative Expansion Programme from 1933. The objective of the Programme was to establish a cooperative society in every village throughout the country involving all farm families and to enable

all the rural cooperative societies to operate credit, marketing, purchasing and utilization activities. Thus, the cooperative movement established strong foundation and made remarkable progress during 1930s with positive government assistance and guidance.

Toward the end of 1930s, along with the shift to a wartime economic control, various business activities of cooperatives were brought within the confines of overhead control. In 1943, the Agricultural Organization Law was promulgated and the cooperative societies were merged into Agricultural Society together with other agricultural organizations. All the farmers were enforced to become members of Agricultural Society. Cooperative movement started in 1900 ceased to exist until 1947 when the new Agricultural Cooperative Law was enacted.

After World War II, cooperative societies were re-established under the new cooperative laws. In pre-war period it was only one cooperative law, under which various types of cooperatives were registered. After World War II, however, cooperative laws were enacted separately for each branch of cooperatives, such as agriculture, consumers, fisheries, small and medium enterprisers and forestry-owners.

In pre-war days, cooperatives in rural area experienced a lot of difficulties since they embraced landlords and non-farmer residents as members. But their interests often conflicted with those of farmers. In post war period it was an urgent task of the Government to promote democratization of rural communities and to ensure successful implementation of Land Reformation. The Government, therefore, enacted separate Agricultural Cooperative Law to enable agricultural cooperative societies to serve farmers in voluntary and democratic manner to the maximum extent by making farmers as their regular members with a view to eliminating any possible interference of the Government and non-farmers' interests.

2. ORGANIZATIONAL STRUCTURE

Primary Societies

Primary agricultural cooperative societies are organized at village, town and city level with farmers as regular members and non-farmer residents as associate members. The former has a voting right, while the latter does not have a voting right.

There are two types in primary societies. One is multi-purpose agricultural cooperative society which operates a wide range of services such as credit, marketing, purchasing, utilization, guidance on farm management and better living, etc. and the other is single-purpose agricultural cooperative society which concentrate on marketing of specific products such as orange, mushroom, cocoon, dairy products, etc.

Multi-purpose agricultural cooperative societies cover almost all the farmers in Japan and play a central role in the agricultural cooperative movement.

Prefectural Federations and Unions

Primary societies are federated at prefectural level according to functions. They are prefectural economic (marketing and purchasing) federation, credit federation, mutual-insurance federation, welfare federation, dairy federation, sericultural federation, horticultural federation, etc. Besides these business federations, there is a prefectural union in each prefecture which is not engaged in economic activities. Functions of the union are guidance, education, auditing, research, publicity, and legislative activities.

National Organizations

Prefectural federations and unions have their national counterpart. Among important national organizations, there are those which are not registered under the Agricultural Cooperative Law such as the NORINCHUKIN BANK, IE-NO-HIKARI Association and UNICOOPJAPAN.

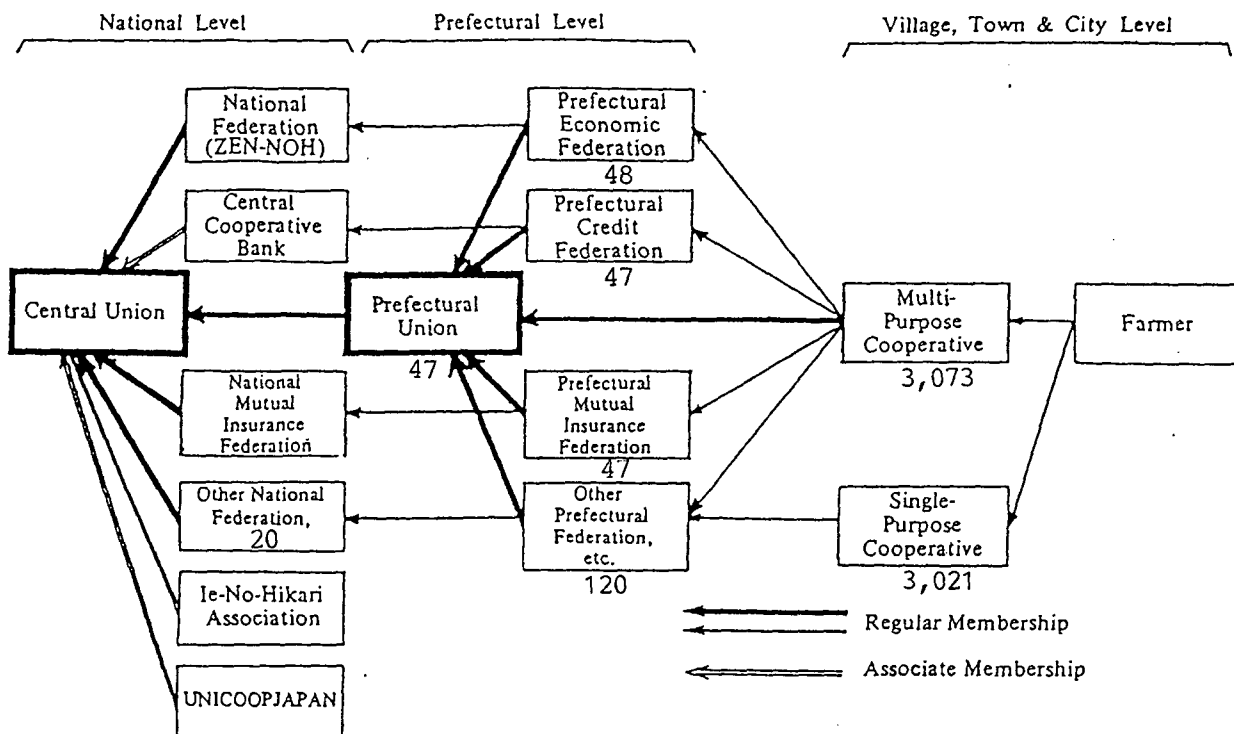
LAWS AND ESTABLISHMENT OF ORGANISATIONS

Laws		Establishment of Orgs.
<u>Cooperative Law (1900)</u> Rev. 1906 Credit and other business activities by a society Rev. 1909 Pref. federations	1900	
Rev. 1921 National federations <u>Central Cooperative Bank Law (1923)</u>	1920	Central Union of Coops. established (1910) Central Cooperative Bank established (1923) National Purchasing Coop Fed. established (1923)
<u>Law for Central Coop Bank for Commerce & Industry (1936)</u>	1930	National Rice Marketing Coop Fed. established (1931)
<u>Law for Central Coop Bank for Agri. & Forestry (1943)</u> <u>Agricultural Cooperative Law (1947)</u> <u>Consumers Cooperative Law (1948)</u> <u>Fisheries Cooperative Law (1948)</u> <u>Small & Medium Enterprisers Cooperative Law (1949)</u>	1940	Central Coop Bank for Agri. & Forestry established (1943) Nat'l Guidance Fed. of Agri. Coops. established (1948) Nat'l Purchasing Fed. of Agri. Coops. established (1948) Nat'l Marketing Fed. of Agri. Coops. established (1948)

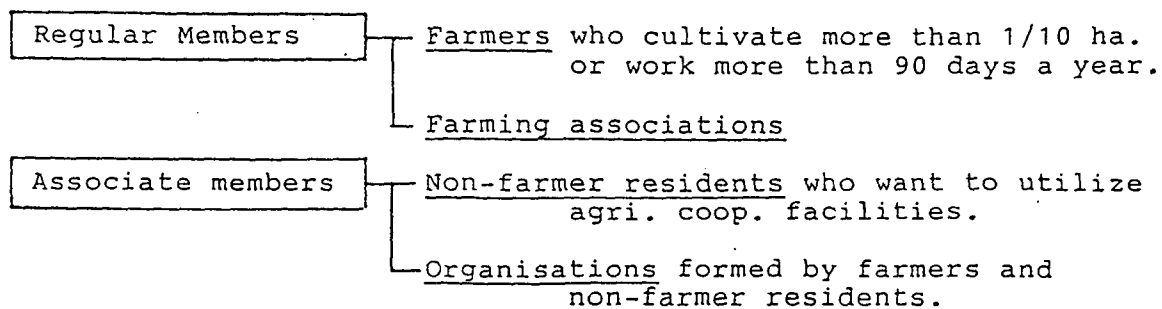
<p>Japanese Consumers Cooperative Union established (1951) Nat'l Mutual Insurance Fed. of Agri. Coops. established (1951) Nat'l Fed. of Fisheries Cooperatives established (1952) Nat'l Fed. of Forestry Owners Coops. established (1952) Central Union of Agricultural Coops. established (1954)</p>	<p>1950</p>	<p><u>Forestry Owners' Cooperative Law</u> (1951) <u>Labour Bank Law</u> (1953)</p>
	<p>1960</p>	
<p>Nat'l Fed. of Agri. Cooperatives established (1972) (Nat'l Marketing & Purchasing Feds amalgamated)</p>	<p>1970</p>	
	<p>1980</p>	
	<p>1990</p>	

First Cooperative Law	1900
Agricultural Cooperative Law	1947
Consumer Cooperative Law	1948
Fisheries Cooperative Law	1948
Small & Medium Enterprisers Coop. Law	1949
Forestry Owners' Cooperative Law	1951

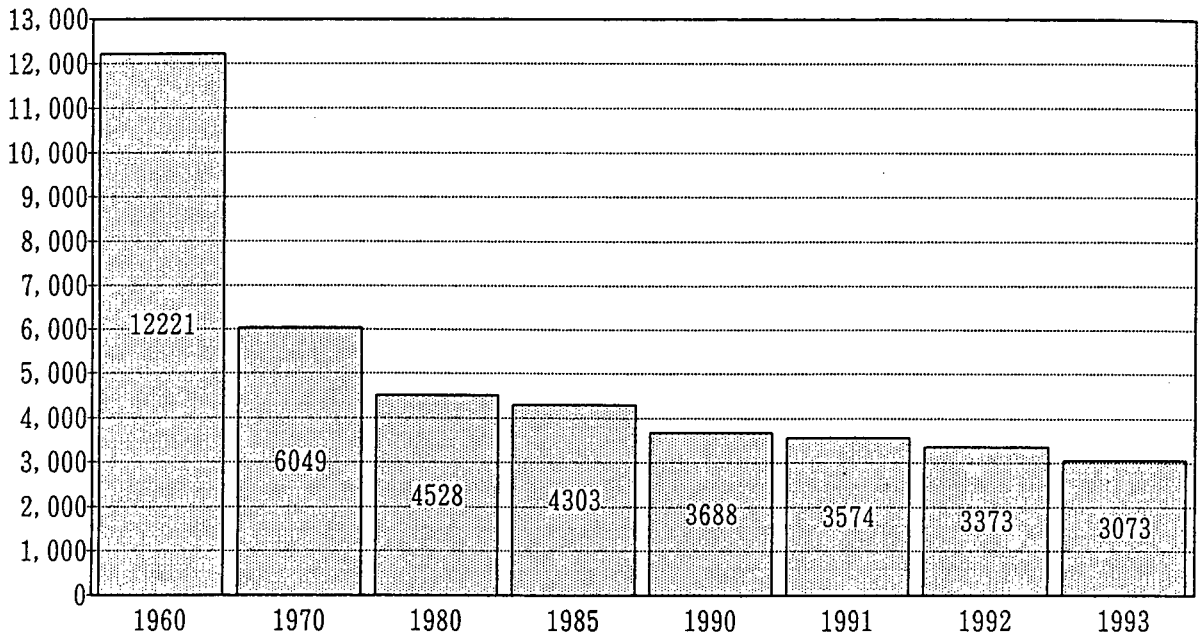
ORGANISATIONAL STRUCTURE



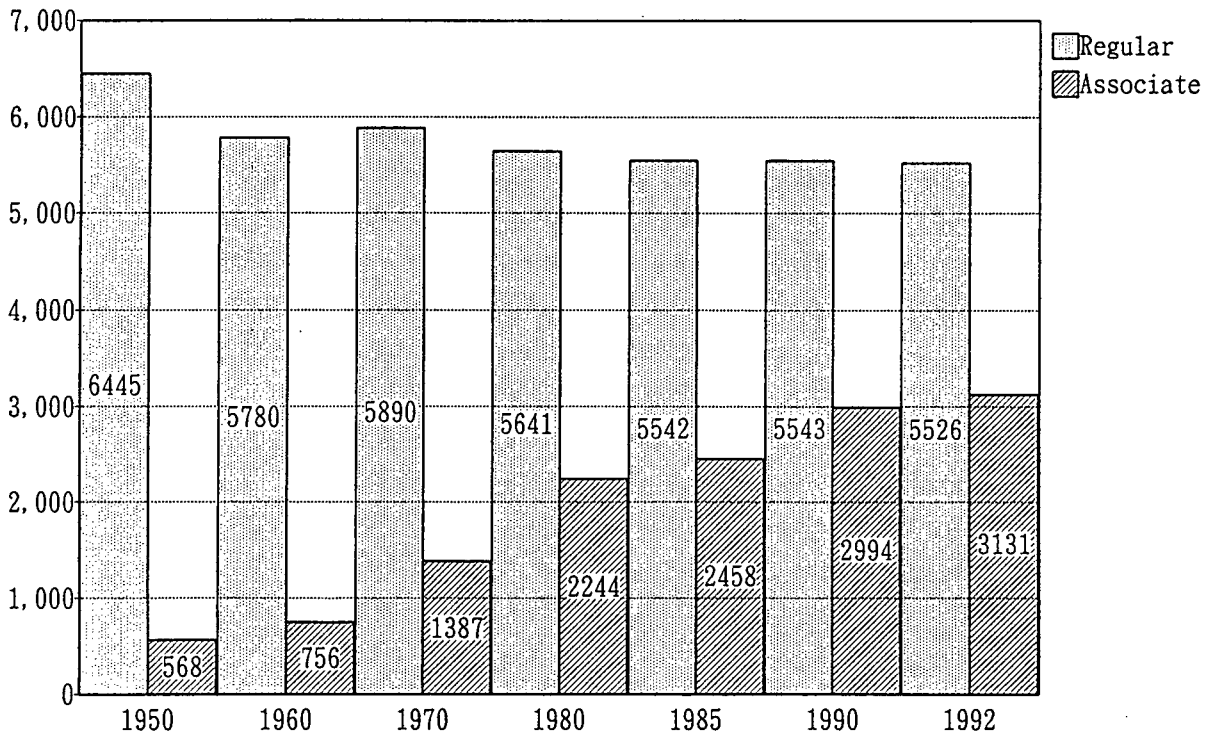
Membership of Multi-Purpose Coop.



3. NO. OF MULTI-PURPOSE AGRICULTURAL COOPS.



4. TREND OF MEMBERSHIP



NUMBER OF EMPLOYEES OF MULTI-PURPOSE AGRI. COOPS.

Mar. 1990

	General Manager	Farm Advisor	Better-living Advisor	Other Employees	TOTAL
TOTAL	2,953	19,267	3,078	271,472	296,776
Per Socs.	0.8	5.2	0.8	73.0	79.8

NUMBER OF EMPLOYEES OF SINGLE-PURPOSE AGRI. COOPS. Per Society

Mar. 1989

	Societies with share capital	Socs without share capital
Sericultural	10.1	0.3
Livestock	9.5	0.7
Dairy	12.7	1.2
Poultry	17.2	1.0
Horticulture	6.2	1.1
Settlers	5.9	0.3
TOTAL	11.5	0.4

3. DISTINCTIVE FEATURE OF AGRI. COOP. MOVEMENT

The distinctive feature of the Japanese agricultural cooperative movement is the multi-purpose system which is characterized by its integrated operation of a wide range of business activities. Particularly, credit, marketing, supply and utilization are integrated through farm guidance services.

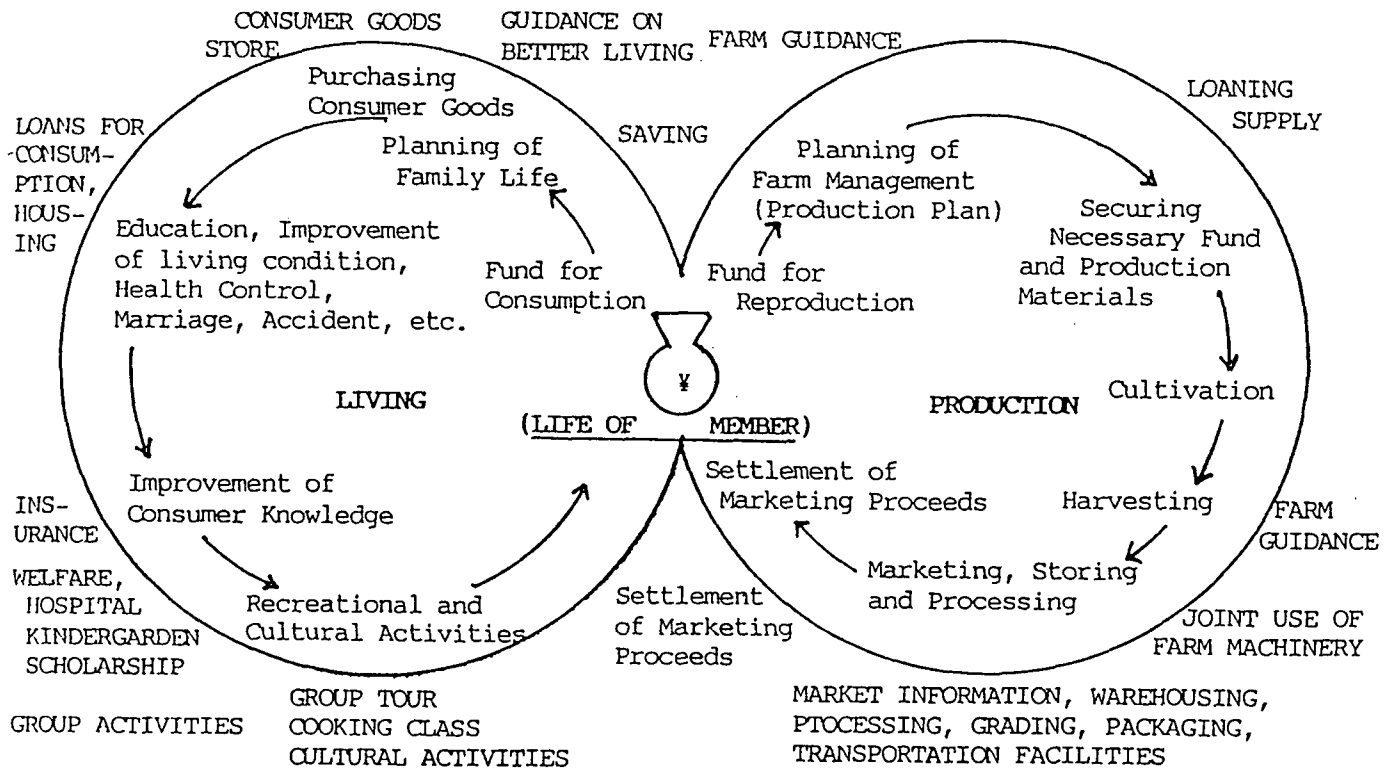
Integrated Approach of Multi-purpose Cooperatives

Though credit, marketing, supply and utilization services were undertaken by one society even pre-war days, it was not called as multi-purpose cooperative society. In these days, four services mentioned above operated independently and there was not much linkage between them. Any one of these four services, however, is an integral part of farmer's economic life. It was necessary, therefore, for agricultural cooperatives to contribute more effectively to the increase of agricultural production and to the improvement of economic and social standard of farmers by integrating various functions through farm guidance service. This idea was realized after World War II and it has become a special feature of the agricultural cooperative movement of Japan.

- 1) Ways of integration of various activities for the increase of agricultural production and farm income.
 - i. Guidance service on formulation of farm management improvement plan based on the regional and individual conditions.
 - ii. Procurement of the fund required for implementing such farm management improvement programme of individual farmers.
 - iii. Establishment of facilities required for implementing such programme and supply of production materials.
 - iv. Guidance service on effective use of facilities and materials.
 - v. Grading, assortment, processing and packaging of products.

- vi. Joint shipment and marketing.
 - vii. Collection of marketing proceeds and settlement of the payment.
- 2) Ways of integration of various activities for the improvement of living standards
- i. Guidance service on formulation of long-term and short-term planning for better living.
 - ii. Savings to meet household expenses in immediate and distant futures.
 - iii. Supply of consumer goods and establishment of facilities required.
 - iv. Correct use of consumer articles and facilities.

ACTIVITIES OF MULTI-PURPOSE SOCIETIES IN RELATION TO THE LIFE OF MEMBER FARMER



4. DEMOCRATIC CONTROL AND MANAGEMENT OF MULTI-PURPOSE SOCIETY

Administrative Organs

1) General Meeting

General meeting is held annually and it is the highest authority of a society. Matters to be resolved at the general meeting are as follows;

- (1) Amendment of the bye-laws
- (2) Dissolution/amalgamation of a society
- (3) Expulsion of a member
- (4) Annual business plan
- (5) Membership contribution & method of collection
- (6) Maximum amount of bill discount
- (7) Business report, inventory, balance sheet, profit and loss statement and disposal of surplus or loss
- (8) To become a promoter of a new federation or union and to give consent to the proceedings of the establishment-committee meeting
- (9) Joining or withdrawal from federation or union
- (10) Election of board members

2) Representative Meeting

Any society with more than 500 members may set up representative meeting in place of general meeting. Number of representatives should be more than 1/5 of the total regular members.

3) Board of Directors

Members of the board of directors shall be elected at the general meeting of a society.

Number of directors:	More than 5
Eligibility:	More than 3/4 of the board members must be regular members. Less than 1/4 may be non-members. No director may hold another post of organization which is competitive to businesses of the society.

Prohibition of interlocking duties: Any of the directors shall not be concurrently be an auditor or an employee of the society.

Term of office: 3 years (No restriction for re-lection)

A president and one or more managing director(s) are elected from among the board members by a mutual vote to serve in full time.

4) Board of Auditors

Members of the board of auditors shall be elected at the general meeting of the society.

Number of auditors: More than 2

Eligibility: No specific conditions

Prohibition of interlocking duties: Any auditor shall not be concurrently a director or an employee of the society.

Term of office: 3 years (No restriction for re-election)

Supporting Organizations of members within Multi-purpose Society

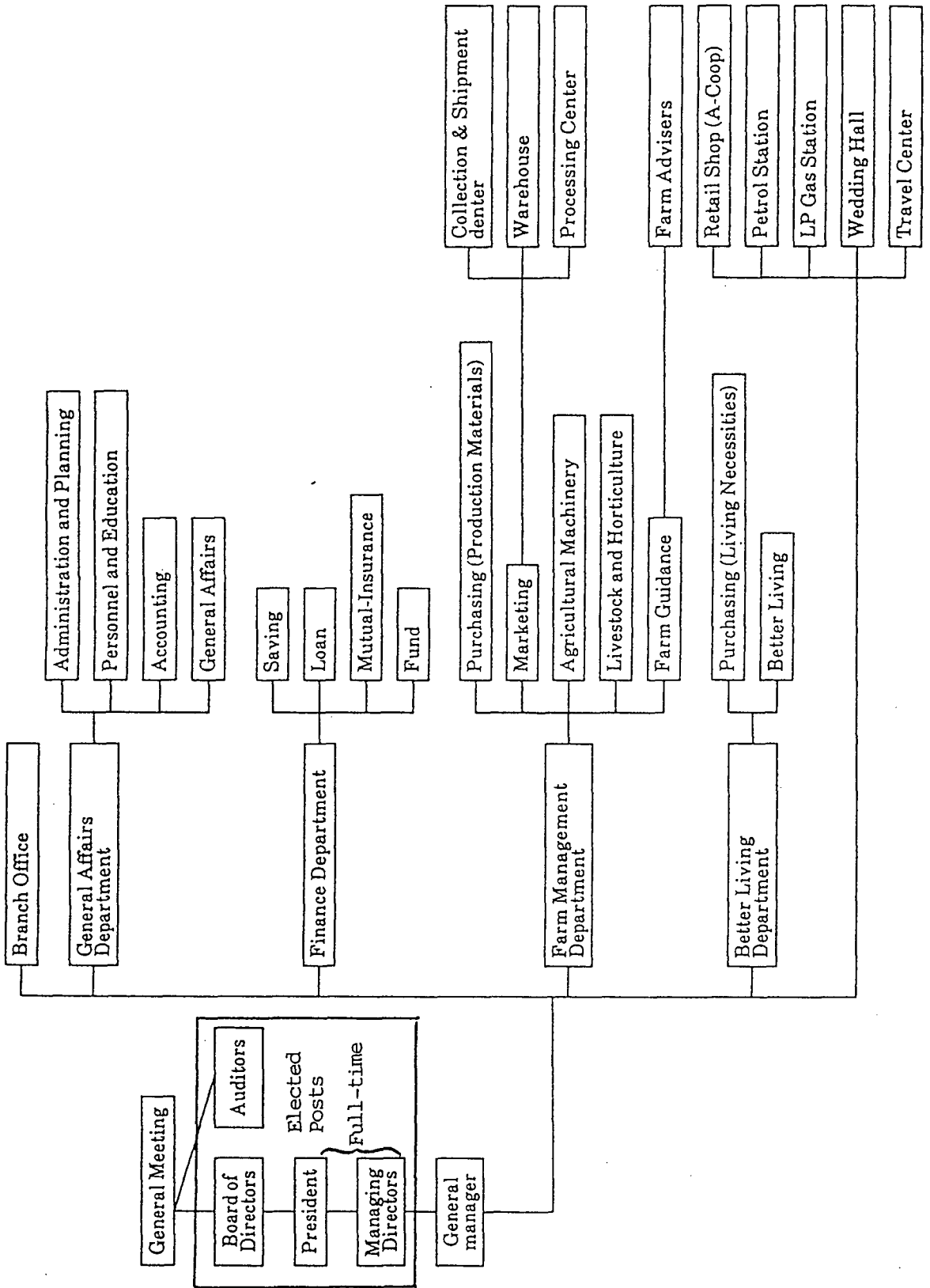
Commodity-wise Groups: Rice Growers Group, Horticultural Group, Citrus Growers Group, Pig raising Group, Poultry Farmers Group, Dairy Farmers Group and so on.

Functional Groups: Cooperative Store Management Group Insurance Policy Holders Group, etc.

Hamlet Groups: Farming Association

Gender Groups: Youth Association of Agri. Coop. Women's Association of Agri. Coop.

GENERAL PATTERN OF INTERNAL STRUCTURE OF
MULTI-PURPOSE AGRICULTURAL COOP SOCIETY



MAJOR FIGURES PER MULTI-PURPOSE
AGRICULTURAL COOPERATIVE SOCIETY

Mar. 1990

		persons	TOTAL
Membership	Regular members	1,493.0	
	Associate members	788.1	2,281.2
Elected officials	Directors (Board of)	15.1	
	Out of which full-time	1.4	
	Auditors	4.1	19.2
Employees	General Managers	0.8	
	Farm Advisors	5.2	
	Better-living Advisors	0.8	
	Other employees	73.0	79.8
Share Capital (¥1,000)		293,881	
Turn over	Marketing	1,674 million yen	
	Supply	1,324	"
	Balance of Loan advanced	3,431	"
	Balance of Saving received	12,991	"

MEMBERS' ORGANISATIONS WITHIN
MULTI-PURPOSE AGRIC. COOPS.

Commodity Groups:	Rice Growers Group Horticultural Group Citrus Growers Group Pig raising Group Poultry Farmers Group Dairy Farmers Group Other Groups according to local conditions
Functional Groups:	Coop Store Management Group Insurance Policy Holders Group, etc.
Hamlet Groups:	Farming Associations
Youth & Women's Groups:	Youth Association of Agri. Coop. Women's Association of Agri. Coop.

TYPES OF FACILITIES FOR JOINT USE
OWNED BY MULTI-PURPOSE AGRICULTURAL COOPERATIVES.

Facilities for production activities	Facilities for home-life improvement activities
<p>Large size tractors Combines Power sprayer Rice Centre Country Elevator Grading Centre Farm Machinery Workshop Fertilizer mixing plant Joint nursing house Livestock breeding centre Joint transportation facility Warehouse Chicken processing centre Meat processing centre</p>	<p>Meeting hall Living Improvement Centre Consumer goods stores LPG service facilities Petrol stations Rice polishing facilities Flour mill Noodle processing plant Simple food processing plant Baking plant Joint cooking facilities Wire broadcasting studio Barbershop/Beauty parlor Resort facilities Sports facilities Library Wedding/Funeral facilities Mobile clinics, hospitals Rehabilitation centre</p>

5. ACTIVITIES OF MULTI-PURPOSE SOCIETY

1) Guidance Activities

(1) Farm Guidance

Farm guidance is to help farmers in planning and operating their farm production more efficiently and in establishing better terms of marketing. Guidance services are extended in the following areas by farm advisors of multi-purpose agricultural cooperative societies.

- i. Planning of farm management in accordance with regional agricultural promotion plan
- ii. Improvement of farm infrastructure
- iii. Quality control and joint marketing of farm products and joint purchase of farm inputs
- iv. Promotion of group farming by commodities
- v. Exchange of cultivation and breeding techniques
- vi. Close collaboration with agricultural extension office and other relevant institutions

FARM ADVISORS

Mar. 1990

Total No. of Farm Advisors	19,267
Average No. per Society	5.2
Societies by no. of Farm Advisors	
Non	11.8 %
1	17.9
2	14.6
3	10.3
4	9.4
5 - 6	12.3
7 - 10	11.3
11 - 20	8.9
21 or more	3.5

Specialization	%
Rice cultivation	24.7
Silkworm raising	2.5
Livestock	18.7
Vegetables	24.9
Fruits	11.3
Farm management	9.0
Farm machineries	2.7
Others	6.2
TOTAL	100.0

(2) Guidance on Better Living

Multi-purpose society extends guidance service on better living to improve standard of living of member

2) Marketing

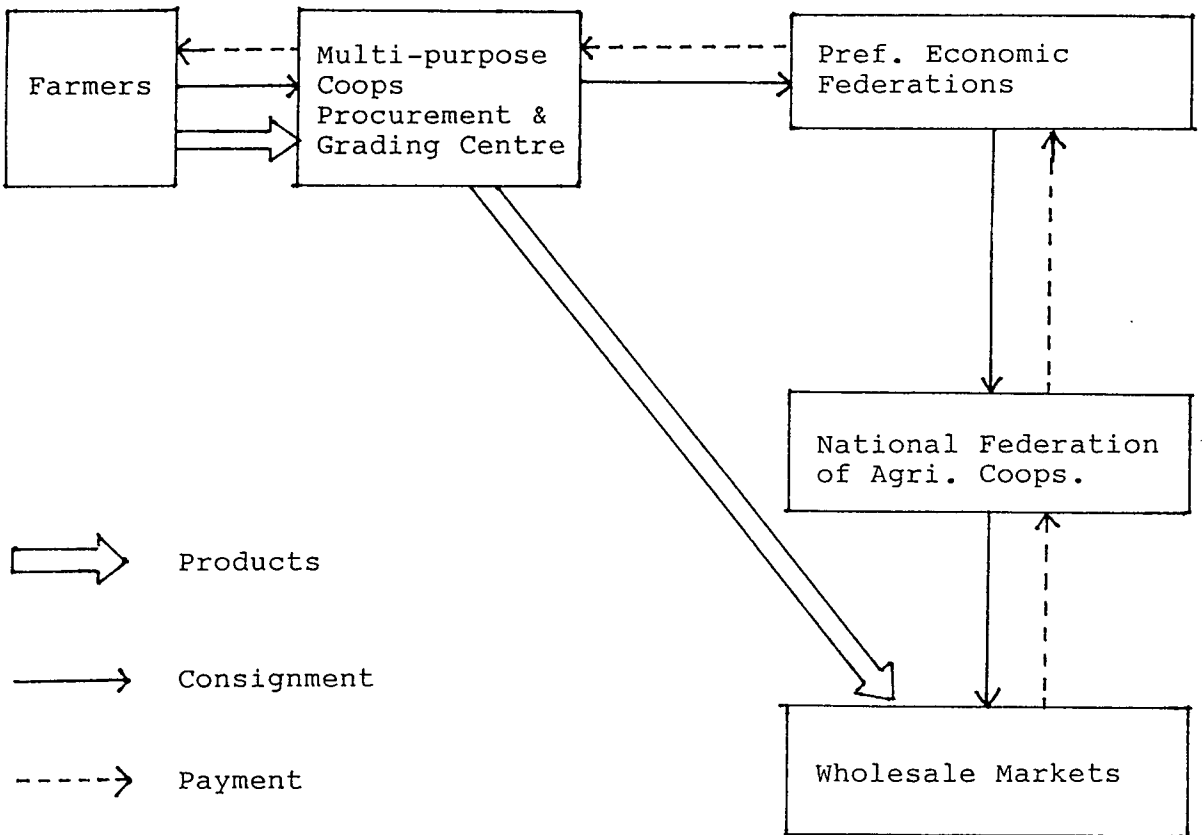
Three basic principles of cooperative marketing

- i. Unconditional consignment
- ii. Commission
- iii. Pooling Account System

Multi-purpose cooperatives' share in members sales (1989)

i. Rice	95%	v. Pig	34%
ii. Vegetables	53%	vi. Milk	58%
iii. Fruits	53%	vii. Eggs	18%
iv. Beef cattle	54%	viii. Broiler	8%

Marketing System



3) Purchasing

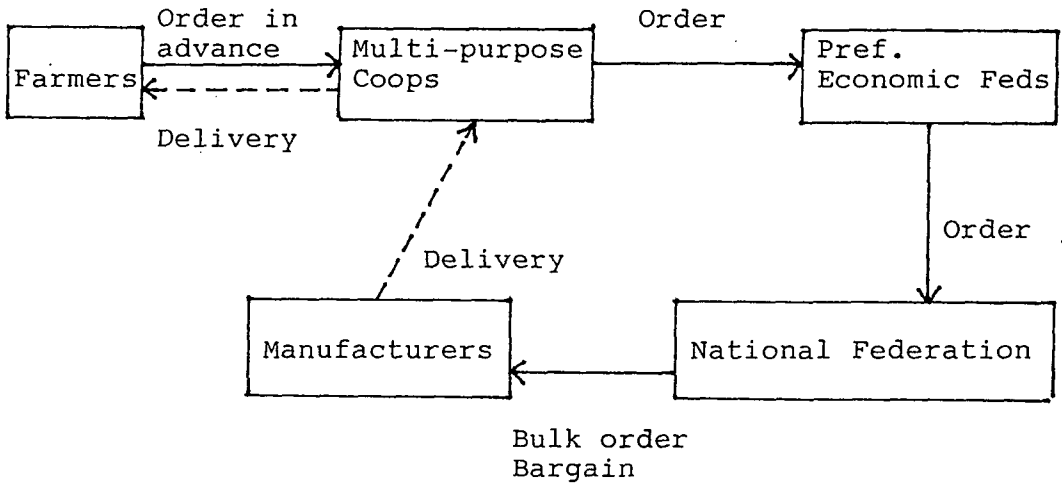
Three basic principles of cooperative purchasing

- i. Order in advance
- ii. Commission
- iii. Pooling Account System

Multi-purpose cooperatives' share of members purchase (1989)

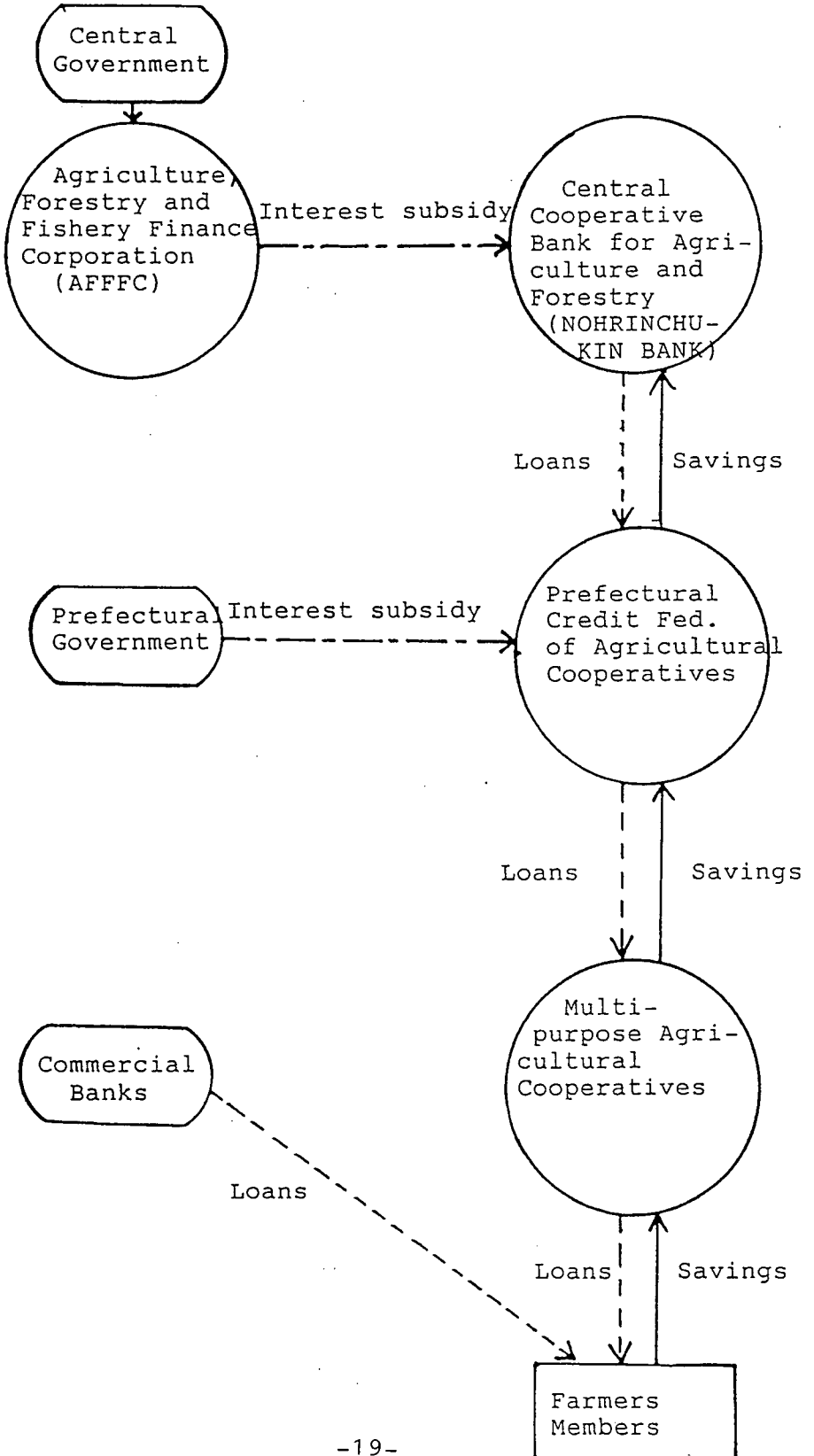
i. Feed-stuff	40%	vii. Vinyl for green house	64%
ii. Fertilizer	92%	viii. Farm machinery	48%
iii. Agro-chemicals	70%	ix. Automobiles	24%
iv. Corrugated paper agricultural use	78%	x. Oil products	64%
v. Kraft bags	90%	xi. LP Gas	45%
vi. Polyethylene for agricultural use	65%	xii. Consumer goods	16%

Purchasing System



4) Credit

AGRI. COOP. CREDIT SYSTEM



MULTI-PURPOSE COOPS' SHARE IN MEMBERS'
SAVINGS AND LOANS (as of March 1989)

Members' savings	Share (%)	Members' loans	Share (%)
with M-P Coops	50.8	from Gov't Fund	19.7
Post Office	14.0	Agri. Coop	44.5
Private banks	35.2	Private Banks	22.5
		Others	13.3
TOTAL	100.0	TOTAL	100.0

THE SYSTEM OF FARM FINANCE

Farm Finance in Japan is operated by three types of institutions:

- 1) Agricultural cooperative banking institutions (Loanable fund = savings of members)
- 2) AFFFC (Agriculture, Forestry and Fishery Finance Corporation [Fund from Government])
- 3) Private financial institutions such as commercial banks

1) and 2) account for the dominant portion of outstanding farm loans. Various types of government programmed loans provide funds to farmers at concessional terms in order to support agricultural policies.

GOVERNMENT PROGRAMMED LOANS

Government programmed loans are classified into three types according to the sources of the loanable funds.

- 1) Loanable funds from the Trust Fund Bureau of the Ministry of Finance (AFFFC loans, etc.)
- 2) Loanable funds from the budgets of the Central and Prefectural Governments (Agricultural Improvement Loans)
- 3) Loanable funds from agricultural cooperative banking institutions and other private financial institutions and receives interest subsidies from the governments (Agricultural Modernization Loans, Natural Disaster Relief Loans, etc.)

NOTE: Out of total debt of farm household in 1987,
 Government Programmed Loans 33.6%
 Agricultural Cooperative Loans 31.9%
 Commercial Banks & Others 34.5%

OUTLINE OF GOVERNMENT PROGRAMMED LOANS

	AFFFC Loans	Agriculture Modernization Loans	Agriculture Improvement Loans	Natural Disaster Relief Loans
Source of Fund	Government	Agricultural Cooperatives	Government	Agricultural Cooperatives
Loan Agency	AFFFC	Agricultural Cooperatives	Prefectural Government	Agricultural Cooperatives
Term	Long	Medium, Long	Medium, Short	Medium, Short
Interest	Low	Low	Free	Low
Purpose	Maintenance and Promotion of Agricultural Production	Modernization of Agricultural Machinery and Facilities	Adoption of New Technologies	Relief of Damaged Farmers by Natural Disaster

TERMS OF LOANS

The AFFFC loans are low interest rate (3.0-5.65%), long term (10-25 years). A loan covers up to 60-90% of the total cost of the borrower's project. Either or both collaterals and guarantors are required.

Interest rates are generally low for those projects which the government seeks to encourage for policy reasons and those for the rehabilitation of damage caused by a natural disaster. They are also lower on loans made to unsubsidized business than those to subsidized ones.

Terms of Major Loans

As of Feb. 2, '89

Kinds of Loans	Interest Rate (per annum)	Max. Loan Period (Terms of Deferment)
Land Improvement	Subsidized 4.4-5.0%	25 (10) years
	Unsubsidized 3.5-4.2%	
Farmland Purchase	3.5-4.2%	25 (10) years
Comprehensive Farm Improvement	4.2%	25 (10) years
Structural Improvement Promotion	Subsidized 5.0%	25 (10) years
	Unsubsidized 3.5-4.2%	
Owner-farmer Maintenance	4.2%	20 (3) years
Joint-use Facilities	4.7-5.65%	25 (3) years
Specific Facilities	Disaster 4.2-4.85%	15 (3) years
	Restoration 3.0-4.85%	
Wholesale Market Modernization	5.0-5.65%	10 (2) years
Dairy Plant Facilities	5.65%	12 (3) years

5) Mutual Insurance

Multi-purpose agricultural cooperatives are the original contractor of the insurance policies and they are reinsured with the prefectural mutual insurance federations and national mutual insurance federation.

Types of insurance are as follows;

Long-term insurance	Life Endowment
	Juvenile
	Building Endowment
	Home Construction
Short-term insurance	Fire
	Coop Building Fire
	Automobile
	Group Term Life
	Automobile Liability

6) Utilization and Processing

Primary agricultural cooperative societies try to provide facilities and services that members would otherwise be unable to access. There is a variety of facilities, such as heavy tractors, grain elevators, repair shops, pumps, pig breeding stations, and chicken and food processing plants. Joint use of these facilities not only raises productivity but also is essential for unified grading, planned production and marketing.

Joint facilities designed for personal use are also extremely diverse, ranging from medical, barber and wire broadcasting services to wedding halls.

The purpose of cooperative processing is not only to increase the value of agricultural products but also to encourage individuals to produce their own supplies cheaply. While primary societies have comparatively small plants of their own, prefectural economic federations and the National Federation engage in large-scale processing in their directly managed plants or fully paid-up joint stock companies.

7) Welfare

Medical care and health control services are also important activities of multi-purpose agricultural cooperative societies. Medical treatment of members and residents in rural communities is undertaken in agricultural cooperative hospital which are run by prefectural welfare federation of agricultural cooperative societies. Health control services are provided by multi-purpose societies with the help of agricultural cooperative hospitals. These services are as follows;

- Health consultation
- Periodical health check-ups
- Examinations for adult diseases
- Campaigns to improve nutrition

Women's association of agricultural cooperatives are involved in these activities.

AGRICULTURAL COOPERATIVE HOSPITALS OWNED AND OPERATED
BY PREF. WELFARE FEDS OF AGRI. COOPS. as of Apr. 1989

Number of Agri. Coop Hospitals	116
Number of Clinics	53
Mobile Clinics	170
Number of Beds	36,785
Doctors (full-time)	2,600
Nurses	16,228

Union of Agricultural Cooperatives in Japan

1980

Introduction

1. Historical Setting

The transformation of Japan into a modern society started about 100 years ago and progressed along with the advancement of a capitalistic economy, in which industrial development was of primary importance. For this purpose, agricultural sector was imposed with not only heavy responsibility of food supply but also heavy tax assessments. As an inevitable consequence, many farmers were forced to ruin, leading to the spread of social unrest. It was a fatal blow to the Government and landlords.

Under such circumstances, the Government extended positive assistance to promote establishment of cooperative societies and during 1880s many marketing societies in primitive form were established on voluntary basis for major export commodities, such as tea and silk.

In 1900 the first Cooperative Law in Japan was enacted and it facilitated establishment of modern type of cooperative societies. It was not permitted, however, for credit cooperative societies to operate marketing and supply business in addition to credit business until the first revision of the Law in 1906, which authorized cooperative societies to launch into activities other than the credit business. This established the groundwork for the development of the current type of multi-purpose cooperative societies. The second revision of the Law in 1909 opened the way for establishment of federations and national union, and cooperative societies marked a rapid increase in number throughout Japan.

*Chief, International Section, the Central Union of Agricultural Cooperatives, Tokyo, Japan.

Agricultural panic in 1930s gave a fatal blow to rural communities in Japan and the Government promoted "Self-reconstruction Campaign of Agricultural Economy" as a counter-measure against the ensuing agricultural panic. In response to such government programme, cooperative societies had also implemented Five Year Cooperative Expansion Programme since 1933. The objectives of the programme were to establish societies in every village throughout the country to cover all the farmers and to enable all the rural cooperative societies to operate credit, marketing, supply and utilization activities. Thus, the cooperative movement made remarkable progress during 1930s with positive government assistance and guidance.

Towards the end of 1930s, along with the shift to a wartime economic control, various business activities of the cooperatives were also brought within the confines of overhead control. In 1943 the Agricultural Organization Law was promulgated and the cooperative societies were merged into the Agricultural Society, together with other agricultural organizations. All the farmers were forced to be the members of Agricultural Society. Cooperative movement, particularly rural cooperative societies, started in 1900, ceased to exist until 1947 when the new Agricultural Cooperative Law was enacted.

After World War II, cooperative societies were re-established under the new cooperative laws. In pre-war period it was only one cooperative law, under which various types of cooperatives were registered, while after World War II cooperative laws were enacted separately for each branch of the movement.

Agricultural Cooperative Law	enacted Nov.	1947
Fishery Cooperative Law	Feb.	1948
Consumers' Cooperative Law	July	1948
Small and Medium Enterprisers Cooperative Law	June	1949
Forestry Owners' Cooperative Law	June	1951

In pre-war period cooperative societies in rural communities experienced a lot of difficulties since they embraced landlords and non-farmers, whose interests might conflict with those of farmers, as their members. They were also endangered to become government agent due to the strong and positive govern-

ment assistance. Immediately after the World War II it was an urgent task of the Government to promote democratization of rural communities and to ensure successful implementation of Land Reformation. The Government, therefore, enacted separate Agricultural Cooperative Law to enable agricultural cooperative societies to serve farmers in voluntary and democratic way to the maximum extent by making farmers as their regular members, with a view to eliminating any possible interference of the Government and of non-farmers' interests.

Along with the re-establishment of agricultural cooperative societies throughout the country under the new Law, guidance federations of agricultural cooperatives were established at prefectural and national levels to perform activities, regarding organizational matters, agricultural production and legislative matters. It was felt, however, the need for much stronger, both financially and organizationally, guidance body for the entire movement to cope with the difficult economic situation in post-war period. In 1954 the Law was revised and authorized the establishment of unions of agricultural cooperatives at prefectural and national levels.

2. Present Situation

At the primary level there are 4,657 multi-purpose agricultural cooperative societies which operate credit, marketing, supply, insurance, utilization, guidance, education, etc., covering almost 100% of farmers. Along with those multi-purpose agricultural cooperative societies, there are 5,691 single purpose societies which are engaged in marketing of specific agricultural commodity or in extending technical farm guidance on specific commodity. Farmers affiliate with such societies according to their needs, in addition to affiliation with multi-purpose societies.

At prefectural level, there are federations which consist of multi-purpose societies, such as credit, economic (marketing and supply), insurance and welfare, and other federations which consist of single-purpose societies. Apart from these business federations, there is a union of agricultural cooperatives in each prefecture as a general guidance body for the agricultural movement.

At national level, each prefectural federation has its counter-

part. National federations are classified into two categories of (a) those related to multi-purpose societies such as National Federation of Agricultural Cooperative Associations, National Mutual-insurance Federation of Agricultural Cooperatives, National Welfare Federation of Agricultural Cooperatives, Central Cooperative Bank for Agriculture and Forestry, etc., and (b) those related to single-purpose societies. In addition to those federations, the Central Union of Agricultural Cooperatives exists as an apex guidance body of the entire agricultural cooperative movement. It has to be mentioned, however, that there is no common apex organization for all types of cooperative movements in Japan.

TABLE 1. Figures of Multi-purpose Agricultural Cooperatives
(As of March 31, 1977)

	Total	Per Society
Number of societies (as of March, 1978)	4,657	
Membership		
Regular members	5,748,822	1,219.0
Associate members	1,978,421	419.5
Total	7,727,243	1,638.5
Elected officials		
Directors	65,490	13.9
(out of which full-time)	6,571	1.4
Auditors	18,419	3.9
Total	83,909	17.8
Employees		
General managers	3,311	0.7
Farm advisers	16,826	3.6
Better living advisers	2,137	0.5
Other employees	251,334	53.2
Total	273,608	58.0
Share capital (1 million Yen)	437,804	92.8
Volume of business (1 mil. Yen)		
Marketing	4,879,056	1,035
Supply	3,370,995	715
Balance of loan	8,524,271	1,816
Balance of saving	17,407,268	3,691
Long-term insurance	56,385,068	12,108
Unappropriated surplus (1 million Yen)	117,479	26

II. Union of Agricultural Cooperatives

1. Background

In early 1950s agriculture in Japan restored pre-war level of productivity and farm production made a remarkable development, thanks to technical innovation, improved farm management, improved standard of living, etc. Under such circumstances, emphasis on government agricultural policy was also shifted from increase of agricultural production to improvement and extension of new agricultural techniques and high productivity. In order to accomplish such target of agricultural policy, there was a need in agricultural sector to establish agricultural organization with an objective to extend farm guidance service.

On the other hand, a large number of agricultural cooperative societies and federations fell into managerial difficulties, because of the economic confusion and of establishment of societies in a short period of time after the enactment of the Law in 1947 without sufficient managerial planning and preparation on the part of societies. In 1950 national organizations of agricultural cooperatives constituted National Council for Agricultural Cooperative Management to study managerial problems. The Council recommended to establish afresh strong apex organization, after reviewing financial and organizational position of National Guidance Federation of Agricultural Cooperatives established in 1948, with a view to extending guidance service for managerial improvement and protection of interests of agricultural cooperative societies.

There was another move to urge establishment of strong guidance body of agricultural cooperatives. Soon after World War II, the Government introduced extension workers system and established an extension office in each village and town administration, for the purpose of disseminating farming techniques. This resulted in conflict with that of agricultural cooperatives. A certain group of agricultural leaders expressed their view that farm guidance and legislative activities representing farmers' interests should be separated from agricultural cooperatives which should confine to economic activities only. It was, of course, not acceptable to agricultural cooperatives

because they were of opinion that real objective of farm guidance could be attained only when economic activities were well integrated with farm guidance.

In view of this, the First National Congress of Agricultural Cooperatives was held in October 1952 and adopted a resolution unanimously that guidance and economic activities should be integrated in agricultural cooperatives, confirming that such integration could bring about highest efficiency in agricultural production. At the second National Congress of Agricultural Cooperatives held in February 1953, a resolution to establish "union" as general guidance body of agricultural cooperatives was adopted. According to this resolution, agricultural cooperatives organized strong campaign for the revision of Agricultural Cooperative Law to enable them to set up a union.

In September 1954 the Law was revised and it was authorized to establish a union in each prefecture with membership of primary agricultural cooperatives and Central Union of Agricultural Cooperatives at national level with membership of prefectural unions and their regular members, which are bound to become members of the Central Union. The Central Union started its functions from 1st December 1954 and National Guidance Federation of Agricultural Cooperatives was then dissolved.

2. Objectives and Salient Features of UNION

Union is a general guidance organization which aims at sound development of agricultural cooperative societies and performs guidance and education activities as its main functions.

Union is engaged in guidance activities in broad sense, such as guidance on cooperative businesses, organizational matters and management, cooperative education, cooperative auditing, etc. It is different in character from cooperative business organizations. Union is a special organization to extend its services not only to its constituent members but to all the agricultural cooperatives in the country.

Union is provided for by the same Law under which primary agricultural cooperative societies and federations are registered,

but it is an apex organization of primary societies and their federations, while the former guidance federation was a parallel organization with other federations. It was not suitable to perform its functions effectively and to build firm financial foundation when guidance federation was on a same level of other federations. Union was established based on the lessons from guidance federation.

Union is a coherent guidance body

Union has well integrated functions and organizations. Union has a two tier system—prefectural and national level. The reason why two tier system adopted is to pay due respect to local condition and independence so that guidance activities could be designed more precisely and fit into local situation. Prefectural unions are bound to become members of the Central Union of Agricultural Cooperatives as mentioned earlier, while the Central Union has to extend guidance and information services to prefectural unions. Thus, operational coherence of unions throughout the country is maintained. It is provided in the Law that there should be one union in each prefecture and one union at national level in order to maintain such coherence and efficiency.

Union is a Non-profit-making Corporation with strong Public Nature

The nature of union is clearly defined in the Law as non-profit-making corporation. It is also provided that the services of union should be extended to the entire agricultural cooperative societies irrespective of their membership position, objectives should be in accordance with the policy of the Government on agricultural cooperative promotion and union may make recommendations to the Government. Thus, union has a strong public nature.

3. Membership

(1) Member organizations

Union is divided into national and prefectural unions, and each union is an independent corporation. In order to main-

tain unified performance as a general guidance body, special measure is taken. For instance, primary societies are free to affiliate with Union but prefectural unions are bound to become members of the Central Union of Agricultural Cooperatives. When primary societies affiliate with prefectural unions they automatically become members of the Central Union.

(2) *Types of Members and Eligibility*

a) *Types of members*

There are two types of members—regular and associate. Regular members have a right of voting and participating in management of union, while associate members take advantage of union's service.

b) *Eligibility*

i. *Prefectural union*

Regular members of prefectural union are agricultural cooperatives and their federations which cover whole or part of the area served by prefectural union.

Associate members are those corporations which operate businesses similar to those of agricultural cooperative societies within the area of operation of prefectural union.

ii. *Central Union*

Regular members are prefectural unions, their regular members—primary societies and their federations—and primary societies which operate exceeding a prefecture.

Associate members are those determined by the by-law of the Central Union.

4. **Functions of Union**

(i) **Guidance on organization, business and management**

(a) *Guidance on organization of agricultural cooperatives*

To extend guidance on area of operation, membership, eligibility, members' relations, affiliation with federations, etc. which are organizational basis of the movement.

(b) Guidance on business

To extend guidance on sound and efficient business performance, proper selection of types of business to be carried out, organizational set-up for business operation, patronization of cooperative channel, etc.

(c) Guidance on cooperative management

To extend guidance on administration system, internal structure, business and financial control system, etc.

*(ii) Auditing**(a) Nature of auditing business*

Union's auditing is an internal auditing similar or supplement to that of elected auditors of a society. Union's auditing is implemented with the consent of the society to be audited. It is different from the Government inspection. Very important information and materials which are essential for planning guidance activities of union are collected through Union's auditing.

(b) Executing of auditing

Union has to decide Auditing Regulations and to obtain approval of the competent minister. In the Auditing Regulations it is provided that union has to appoint agricultural cooperative auditing specialists.

Union has to make an annual auditing plan after consultation with societies proposed to be audited and the competent minister (or governor). Union has to give notice of auditing plan to societies concerned as soon as it is finalised.

(c) Agricultural cooperative auditing specialists

It is provided in the Law that union has to appoint agricultural cooperative auditing specialists from among qualified employees of the union. The qualifications of such auditing specialists are provided by the ministerial order. Any person who wants to be such specialist must attend one month training course organized by Central Union of Agricultural Cooperatives

and pass Central Union's qualification tests. President of union shall appoint from among those passed the tests with joint consent of vice-president and a majority of members of the Board.

In 1979, 564 employees took Central Union's qualification tests and 59 have passed.

(iii) Provision of education and information on agricultural cooperatives

Union is responsible for provision of education and information services for sound development of agricultural cooperatives. Union gives pre-service education to those who wish to work in agricultural cooperatives in future and/or in-service training for officials and employees at their permanent educational facilities. Union is also responsible for publication of newspaper, magazines, etc. and for supply of information through mass-media.

(iv) Communication with member societies and mediation of disputes among member societies

Union extends services, for the purpose of sound development of agricultural cooperative societies, to promote exchange of cooperative informations, study of common problems, exchange of experiences by visiting with each other, and mediation of disputes among member organizations.

(v) Research and study

Union shall carry out research and study on external and internal problems relating to agricultural cooperatives and provide necessary documents to be utilized for improvement activities.

(vi) Legislative activities

As mentioned already, main responsibilities of union are to extend guidance and education services. In order to attain these objectives, however, it is also provided in the Law that union may carry out legislative activities, representing interests of member cooperatives.

(vii) Relation between prefectural unions and Central Unions

In order to ensure implementation of established policy of Central Union in an integrated manner to the fullest extent, Central Union extends guidance to prefectural unions and keeps in close contact with them.

5. Finance of Union

Union is a general guidance body of the entire movement and not engaged in any economic business. Expenditures for unions' activities are, therefore, covered with membership subscription. Formula of membership subscription is based, in principle, on economic strength of members, but it varies from prefecture to prefecture, reflecting historical background.

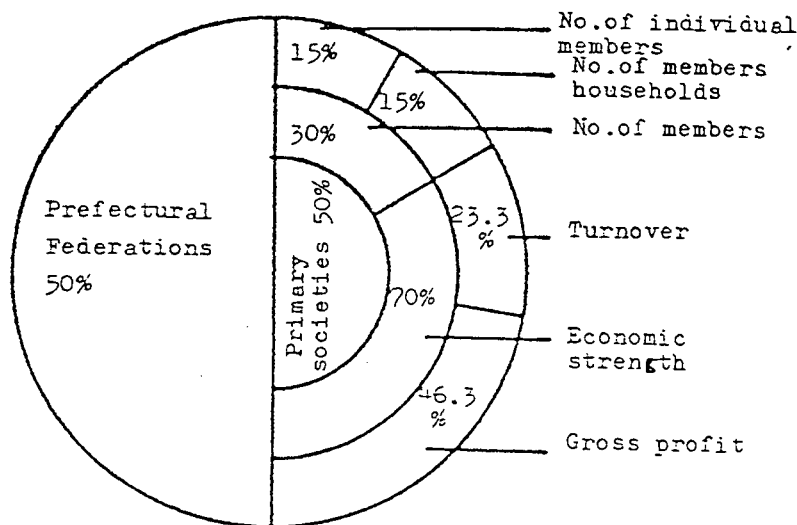
It is not easy to establish any uniform formula for every union but at least the formula should be based on organizational and economic strength of member agricultural cooperative societies, and integrated activities of unions should not be disturbed by budget limitation. In view of this, Central Union re-examined various formulae practiced by prefectural unions in 1965 and recommended standard formula of subscription for prefectural unions to follow with necessary modifications reflecting local conditions.

The standard formula recommended is as follows :

Total budget of union is equally divided into two parts. First part of the budget is allocated to prefectural member federations. Distribution among federations will be by mutual consultation. The other part shall be allocated to member primary societies according to the following criteria : (1) allocation to members 30% — (a) allocation by number of individual membership 15% and (b) allocation by number of member households 15%, (2) allocation on the basis of economic strength 70%— (a) allocation by business turnover 23.3% and (b) allocation by gross profit 46.3%.

In 1968 Central Union re-examined own subscription formula in consultation with prefectural unions and national member organizations, and new formula was introduced from 1971 after transitional period of 2 years.

Budget of Union



New formula of Central Union is as follows ;

Budget of Central Union is also divided into two parts, one for national member organizations and the other for prefectural unions. There is no fixed ratio between national and prefectural member organizations, but actual ratio in 1979 is 33% for prefectural unions and 67% for national member organizations. Amount allocated to prefectural unions are distributed according to the following criteria : (1) allocation by number of members 40% — (a) equal allocation 30% and (b) allocation by number of farm households 10%, and (2) allocation by economic strength 60%— (a) according to marketing turnover of primary societies 11%, (b) according to supply turnover of primary societies 11%, (c) according to balance of savings made with societies by members 23% and (d) according to agricultural cooperative insurance holdings 15%.

Subscriptions to be paid by national member organizations will be allocated by mutual consultation, considering past records.

BUDGET OF CENTRAL UNION

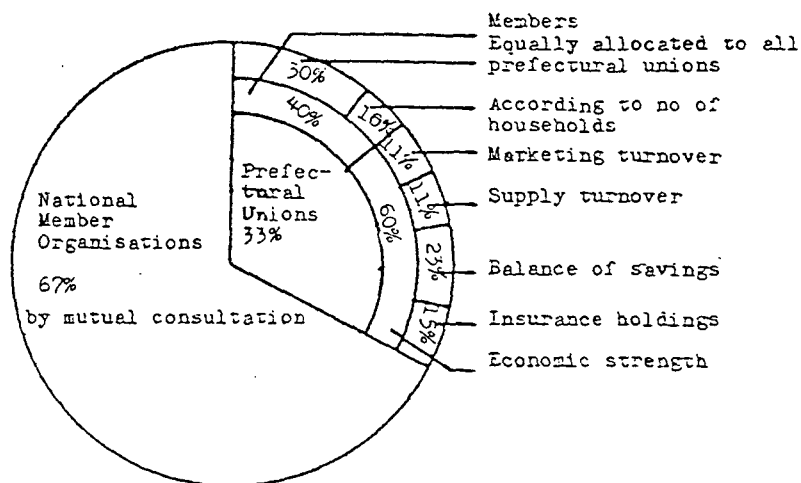


TABLE 2. Aggregate Budget of Prefectural Unions for 1979

(Unit : 1 million Yen)

	Amount	%
Revenue		
Membership subscription	23,353	88.4
Business income	2,031	7.7
Miscellaneous income	304	1.2
Transfer from 1978	405	1.5
Others	321	1.2
Total	26,414	100.0
Expenditure		
Business expenses	6,074	23.0
Personnel expenses	13,553	51.3
Administration expenses	3,692	13.9
Transfer to special account	2,631	10.0
Reserves	317	1.2
Others	147	0.6
Total	26,414	100.0

TABLE 3. Types of Membership Subscription of Prefectural Unions for 1979

	(Unit : 1 million Yen)	
	Amount	%
Primary societies' general subscription	9,145	38.0 (42.8)
Federations' general subscription	12,223	50.8 (57.2)
Special subscription	2,691	11.2
Total	24,059	100.0

Table 4. Ordinary Budget of Central Union for 1979

	(Unit: Y 1,000)	
	Amount	%
Revenue		
Membership subscription	2,123,705	97.9
Business income	30,246	1.4
Miscellaneous income	6,000	0.3
Transfer from 1978	10,000	0.4
Total	2,169,951	100.0
Expenditure		
Business expenses	668,601	30.8
Personnel expenses	890,500	41.0
Administration expenses	196,850	9.1
Transfer to special account	354 000	16.3
Reserves	60,000	2.8
Total	2,169,951	100.0

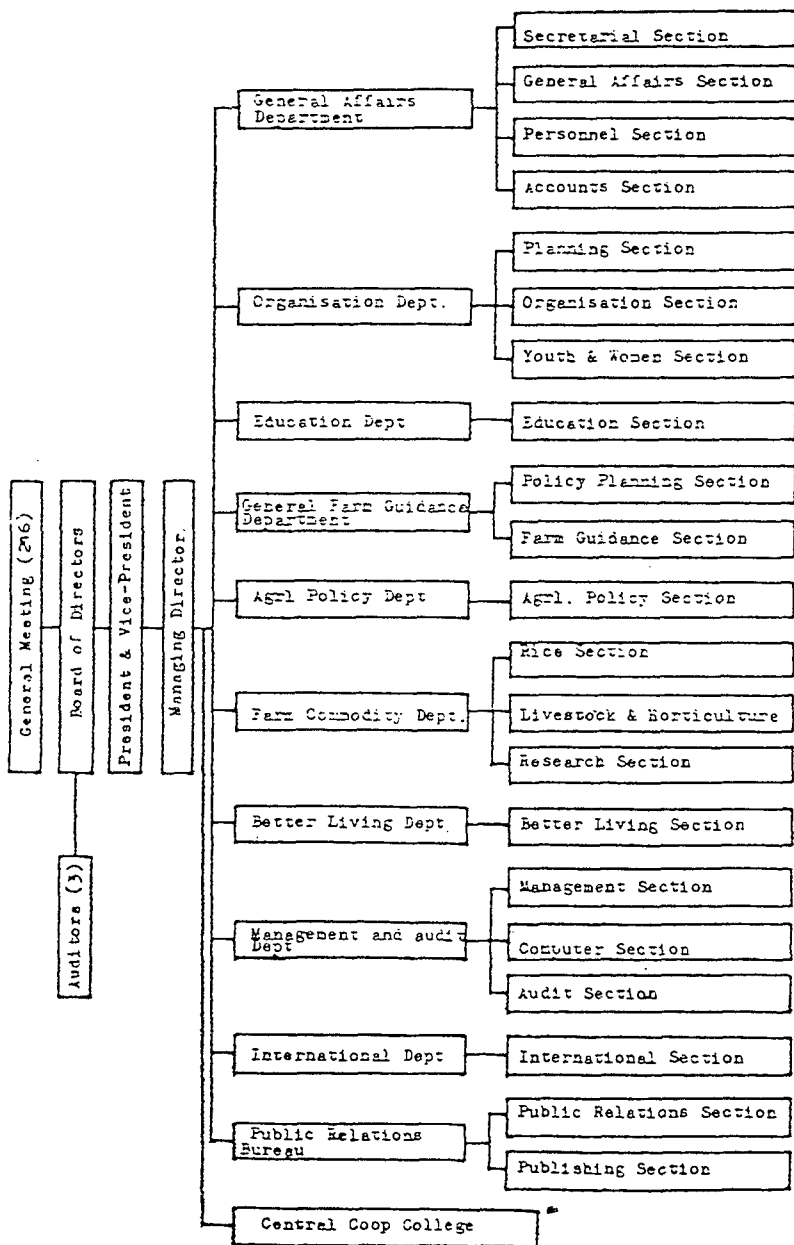
Table 5. Number of members of the Central Union as of March 31, 1979

Prefectural unions	47
Prefectural federations	391
Primary societies	4,712
National member organizations	16

Table 6. Number of representatives for General Meeting of the Central Union

Presidents of prefectural unions	47
Representatives of primary societies and prefectural federations	184
Representatives of national member organizations	15
Total	246

INTERNAL STRUCTURE OF THE CENTRAL UNION OF AGRAL COOPERATIVES



(Note) 1. The General Meeting elects the following officials with the office term of three years.

President	1
Vice-President	2
Directors	20 (five managing directors cooped)
Auditors	3

2. The number of employees is 196 as of April 1st, 1979.

For Better Communication

1. Communion with prefectural unions and federations:

- a) Divisional and sectional managers conference
- b) Managing directors and general managers conference
- c) Prefectural union's presidents conference
- d) Conference of presidents of prefectural unions and federations

2. Communication with national member organizations:

- a) Divisional and sectional managers meetings
- b) Secretaries meeting
- c) Wednesday (meeting of managers of administration department of national member organizations consist of multi-purpose societies)
- d) Second Wednesday meeting (meeting of managers of national organizations consists of single-purpose societies)
- e) Thursday meeting (meeting of managing directors of national organizations consist of multi-purpose societies)
- f) Presidents of national organizations meeting

3. Internal communication (within Central Union)

- a) Divisional meeting,
- b) Managers meeting
- c) Managing directors meeting

6. Activities performed in 1978 by Central Union of Agricultural Cooperatives

- (1) Promotion of Three Year Plan for Strengthening Cooperative Works based on active member participation.
 - a) Central Union organized various regional meetings.

Study meetings, training courses for prefectural unions' officers in charge, with a view to maintaining coherence among unions and promoting better understanding on the plan.

- b) Central Union published cases of successful societies on the Plan for distribution among whole agricultural cooperative societies.

(2) Evaluation of achievements of the Plan:

- a) Central Union promoted evaluation works on the first year's achievements of the Plan in collaboration with prefectural unions.
- b) On-the-spot study meetings were organized at 9 societies regarding progress of the Plan for officials and employees of national and prefectural unions and federations.
- c) In order to exchange experiences, Central Union organised a national meeting with participation of 3 presidents of primary societies from each prefecture.

(3) Preparation for 15th National Congress of Agricultural Cooperatives to be held in 1979—once in 3 years:

- a) Questionnaire concerning themes and subjects for discussion at congress were sent to individual members through prefectural unions in order to reflect views of members and primary societies.
- b) Central Union decided basic area for discussions through regional meeting of executive officers and president of prefectural unions.

(4) Examination of basic problems for organizational consolidation:

- a) Advisory Committee on Organization of Central Union started examination of basic problems regarding organizational set-up to promote members' active participation, youth's and women's participation in operational works of agricultural cooperatives, identification of roles of associate members and hamlet groups.

(5) Promotion of guidance on youths and women's organizations:

- a) Working group was appointed to study youth and women's organizations and to recommend tasks of those organizations.
- b) Study meetings were organized by Central Union for officers of prefectural unions in charge of youth and women's association, and 180 officers participated.
- c) Training course was organized for leaders of youth association of agricultural cooperatives and Central Cooperative College of the Central Union.

(6) Assessment of amalgamation was made in collaboration with prefectural unions.

(7) Promotion of cooperative business rationalization plan.

(8) Coordination and integration between different businesses was taken up at study meetings.

(9) Improvement of efficiency of administrative staff.

- a) Study meetings with prefectural unions on budget control system.
- b) Training courses for staffs and divisional managers in charge of administration and accounting of prefectural unions.

B. Activities related to farm management.

(1) Regional Agricultural Development

- a) Promotion of regional agricultural development planning:
 - i) Case studies on regional agricultural development plans worked out by 10 primary societies.
 - ii) Preparation of manual for planning regional agricultural development.
 - iii) Establishment of Committee on Agricultural Cooperative Regional Agricultural Development, consisting of representatives of 8 major national organizations.
- b) Conversion programme of paddy fields into other crops to cope with situation of over production of paddy:
 - i) Case study on programmes implemented by primary societies.

- ii) Study meetings and regional meetings of prefectural unions and federations concerned.
 - iii) Publication of bulletin on Paddy Field Conversion Programme.
 - iv) Consultation service for prefectural unions on practical methods of conversion programme.
- c) Implementation of measures regarding New Agricultural Structural Improvement Project of the Government:
- i) Defining basic policy of agricultural cooperatives for the Project.
 - ii) Publication of manual "New Agricultural Structural Improvement Project and Agricultural Cooperatives".
 - iii) Regional meetings to discuss ways and means to promote the Project with prefectural unions and federations.
- (2) Strengthening of Farming Complex:
- a) Study meetings on how to promote and strengthen farming complex in relation to regional agricultural development plan.
 - b) Field study for participants from prefectural unions, federations and primary societies concerned.
 - c) Promotion of registration system of farming complex.
 - d) Research on the needs of special financing system for farming complex.
 - e) Training course on management analysis by computer for poultry farming.
- (3) Coherent production and marketing system of farm products.

Study meetings on cooperation among cooperatives were organized in collaboration with National Federation of Agricultural Cooperatives and Japanese Consumers' Cooperative Union. Rainbow Campaign was implemented through agricultural cooperative stores. National conference was also held to exchange experiences with participation of representatives from Central Union, National Federation of Agricultural Cooperatives, National Federation of Fishery Cooperatives and Japanese

Consumers' Cooperative Union.

(4) Promotion of effective utilization of farm land and farm machineries.

a) Promotion of comprehensive land utilization programme:

- i) Training course on utilization planning by agricultural cooperatives in relation to regional agricultural development plan.
- ii) Field study on successful example for staff of prefectural unions.
- iii) Study meetings on how to promote production of second crops in paddy field.
- iv) Research on promotion of feed crops as an integral part of paddy field conversion programme.

b) Organizational utilization of farm machineries and safety measures:

- i) Technical studies by Working Groups of Farm Machineries Committee of Central Union.
- ii) Promotion of safety measures for farm machinery operation.
- iii) Recommendation to the Government on improvement of Workmen's Accident Compensation Scheme.

(5) Strengthening of farm guidance:

- a) Research in order to identify problems of farm advisors was carried out in collaboration with prefectural unions and its report was distributed to prefectural unions.
- b) Regional conference of farm advisors were organized to exchange experience.
- c) Seminar and training courses were organized

C. Activities related to better living

(1) Consideration of Basic Policy of better living activities.

- a) Study and identification of basic problems.
- b) Consideration of direction and measures of basic policy.

- (2) National survey on better living activities on 28 items, such as a) facilities for better living, b) health control programme, c) consumer programme, d) group activities and consultation service, e) cultural and welfare activities, etc.
- (3) Promotion of health control activities:
- a) Implementation of special project on health control for those who are engaged in farming.
 - b) Joint study meeting of unions, welfare federations and insurance federations to discuss ways and means of health control activities.
 - c) 19th Farmers Health Conference was held. Main theme of the Conference was "Health Condition of Farmers and Role of Agricultural Cooperatives"
 - d) Assistance to strengthening financial position of cooperative hospitals
- (4) Consumer activities
- a) Study meetings and researches were carried out in order to promote activities on joint purchase of consumer goods, commodity test, etc.
 - b) Efforts were made to remove various legal restrictions for large size cooperative stores, which were proposed by private retailers.
 - c) Setting up of Standard Self-control System of agricultural cooperative stores operation.
- (5) Improvement of ability of personnel engaged in better living activities:
- a) Publication of text books in 3 volumes to be used at training courses.
 - b) Training courses for various categories of staffs.
 - c) Study of problems of better living advisors.
- (6) Measures to improve Farmers Pension Scheme,
- (7) Agricultural Cooperative Housing Project in urbanizing rural area to supply houses to city workers.

D. Activities related to agricultural cooperative management

- (1) Promotion of management improvement activities
 - a) Establishment of regular check system
 - b) Promotion of financial soundness through creation of increased own capital in collaboration with Central Cooperative Bank
 - c) Advice to prefectural federation faced with managerial difficulties in collaboration with prefectural unions
- (2) Guidance on personnel control
 - a) Established guidelines on management and employees relations in agricultural cooperative societies, and on working conditions of agricultural cooperatives
 - b) Training courses on personnel control were organized in collaboration with Research Institute for Agricultural Cooperative Labour Problems
- (3) Guidance on agricultural cooperative management
 - a) Advanced training course on management
 - b) Research on agricultural cooperative management
 - c) Consultation on management and administration
- (4) Promotion of computerization
 - a) Coordination of introduction of computer
 - b) Standardization of systems for effective utilization of computer
 - c) Training courses—594 participants in 10 courses
 - d) Research on computer utilization by agricultural cooperatives

E. Activities related to auditing

- (1) Strengthening Self-auditing system
 - a) Training courses for primary societies' auditors
 - b) Training courses for staffs of prefectural unions engaged in guidance on internal auditing system
 - c) Study meeting for auditing specialists of prefectural unions in order to improve their skill and knowledge
 - d) Supply with documents and information

(2) Auditing

- a) In 1978 Auditing specialists of Central Union audited 13 prefectural federations and 10 primary societies to be awarded at general meeting of Central Union.

F. Activities related to education and training

(1) Promotion of member education

- a) Publication of text book on agricultural cooperative movement for high school students
- b) Publication of manual for member education

(2) Promotion of officials and employees education

- a) Study on standardization of education method
- b) Publication of teaching materials

(3) Training of officials and employees

- a) Basic course for trainers of prefectural unions
- b) Advanced course for managers of prefectural unions
- c) Basic course for mixed participants from primary societies, prefectural unions and federations
- d) Training course for newly recruited employees of national organizations
- e) Training course for employees who want to be auditing specialists of agricultural cooperatives
- f) Qualification test for agricultural cooperative auditing specialists

(4) Strengthening of organizational system for education

- a) Education Council
- b) Survey on educational activities of prefectural unions
- c) Theoretical study of agricultural cooperatives
- d) Improvement of teaching method and materials

(5) Scholarship

- a) Scholarship is granted to those students studying at educational institutions of unions

(6) Education at Central Cooperative College

- a) Three year course for high school graduates who wish to work in cooperatives after graduation

G. *Activities related to Publicity*

(1) Promotion of internal publicity

- a) Improvement of organs of societies
- b) Training courses for primary society staffs and prefectural unions staffs engaged in publicity activities at regional and national levels.
- c) Supply of information and documents
- d) Publication of weekly bulletin
- e) Publication of manual on agricultural cooperative publicity
- f) Production of TV commercial film in order to improve image of agricultural cooperatives
- g) Liaison work with other national organizations
- h) Case studies

(2) Promotion of external publicity

- a) Publicity to general press
- b) Distribution of information to opinion leaders
- c) Publicity to general consumers

(3) Campaign for expansion of rice consumption

- a) Publicity to schools and educational institutions
- b) Utilization of film and magazines
- c) Production of materials—posters, leaflet, commercial film for TV, etc.

(4) Publication

- a) Monthly organ of Central Union
- b) Educational books

H. *Activities related to basic agricultural policy*

(1) Promotion to establish basic agricultural policy

- a) Improvement of self-sufficiency of food and agricultural reconstruction programme under present socio-economic conditions

- b) Government budget for agriculture
 - c) Legislation relating to agriculture and agricultural cooperatives
 - d) Tax problems
- (2) Legislative activities
- a) Rice policy—paddy field conversion and rice price
 - b) Production, marketing of rice and policy on livestock products, fruits and vegetables
- (3) Survey
- a) Production cost of rice, livestock and other grains
 - b) Training course for staff of prefectural unions engaged in production cost survey
 - c) Regional meeting of managers concerned in prefectural unions

Union of Agricultural Cooperatives (Supplement)

In agricultural cooperative movement the followings are generally recognised.

I. Union functions

The major functions of the Union of Agricultural Co-operatives are:

1. To *represent interests of its member societies* in their external relationship by uniting their common purposes;
2. To *formulate a basic policy and provide a general planning organ* to enhance the agricultural cooperative movement as a whole;
3. To *ensure the unity of its member societies' common purposes and facilitate communication and coordination among them*, since they are prejudiced in favour of their respective standpoints, showing a tendency to create antagonism between a cooperative society and its member households, federation and its member societies, and between different federations;
4. To *give guidance* to its member societies on their system, operation, and management to help agricultural cooperative activities in improving the farming operations and livelihood of member households;
5. To *give necessary information and knowledge* to the members as well as officials and general employees of the Union, while *implementing an integrated systematic educational programme* on the agricultural cooperative movement;
6. To *accelerate the sound development of its member societies by helping them acquire necessary expertise through its auditing*, so that they can win greater confidence of member households in their services; and
7. To *facilitate its public relations activities to inform the general public* of the economic and social roles of agricultural cooperatives, while providing better internal communication through various measures to enhance the awareness of the cooperative movement among all members and make them fully understand the projects of such

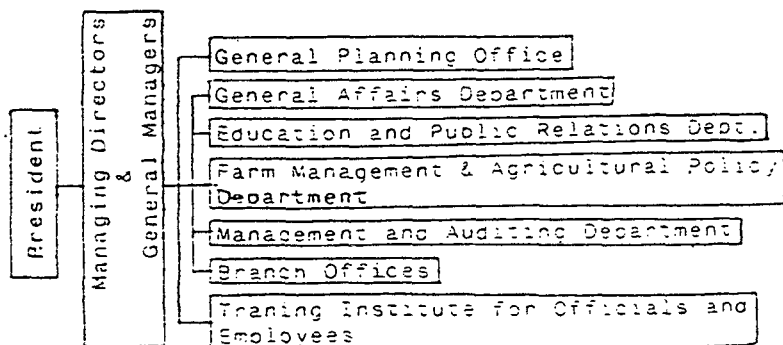
societies and other arrangements necessary for the improvement of their farming operations and livelihood.

II. Measures for Efficient Performance of the Union's Functions

The following arrangements should be made to help the Union of Agricultural Cooperatives work efficiently:

1. A committee or committees consisting of representatives from societies should be established in the Union to formulate coordinated basic policy for the common interests of the member primary societies and federations so that the agricultural cooperative activities can provide an integrated function.
2. The Union should be staffed with competent, experienced officials and employees who are dedicated to the agricultural cooperative movement.
3. The internal system of the Union should be simplified as far as practicable to get better prepared for any situation it may face.
4. The Union should be provided with sufficient funds to efficiently fulfil its functions, while ensuring that its membership subscription does not exceed the amount the members are willing to pay. All members, when affiliating themselves with the Union, must be fully aware of their obligation to take their shares of the Union's expenses.

III. Standard Internal Structure of the Union



IV. Guidelines for the Union's Efficiency

1. The number of the Union's employees should represent a substantial percentage, compared with those of primary societies and federations.
2. The membership subscription of the Union per regular member household must be at a fairly high level. The subscription should also represent a substantial percentage, compared with the amount of savings made by the members with societies and their business administration costs.
3. The operating expenses of the Union should account for a significant portion of the total annual expenditure from general account.
4. The operating expenses of the Union per employee must reach a substantially high level.
5. The Union's administrative expenses per employee should be held at a relatively low level.
6. Subscription from primary societies must represent a substantial percentage of its general membership subscription.

Administrative status of 47 Prefectural Unions in 1979

	Highest	Lowest	Mean
Membership subscription of the Union per regular member household (Y)	37,832	1,785	4,334
Membership subscription of the Union against business administration costs primary societies (%)	1.44	0.38	0.83
Operating expenses of the Union per employee (Y1,000)	5.921	0.604	1,709
Administrative expenses of the Union per employee (Y1,000)	1,859	0158	0.970
Union's employees against those of primary societies and federations (%)	2.19	0.35	1.08

History of Cooperative Development

I. Cooperative Development in Japan

1. Development before the War II

1) Background of the enactment of the Cooperative Society Law

The history of modern Japan begins in 1868 when the feudal system was overthrown by the Meiji Restoration. The adoption of new political and economic systems, introduction of new industries and abolition of old costs costed Japan a huge amount of money. Moreover, international situations at that time forced this country to disburse a good deal of fund for national defense.

In those years, Japan was an agricultural country; more than 80% of the employed population was farmers and those engaged in forestry and 65% of the nation's GNP came from agriculture and forestry. Therefore, the above mentioned costs had to be borne mainly by farmers. The land tax revisions which were enforced over several years from 1873 chiefly aimed at securing a stable government revenue.

At the end of the 1870s, a large sum of inconvertible notes was in circulation. Measures to settle these notes (deflationary measures) were introduced in early 1880s, and as a result, prices, especially rice price, went down sharply. Declining domestic cottage industries in rural villages accelerated the poverty of farmers.

The government began to realize the need to maintain farming villages in a sound condition and protect small farmers. The introduction of the cooperative system was one of the measures taken by the government for this purpose.

The government made surveys on traditional cooperative organizations in Japan. At the same time, it began to prepare a cooperative society law on the basis of examples in Germany.

Table 1 Coops in 19th Century

	Organized societies	Societies in action	Major activities
Credit societies	42.0%	41.0%	Saving and loan
Marketing societies	39.5%	40.2%	Sericulture, tea
Purchasing societies	10.0%	11.4%	Fertilizer
Others	8.5%	7.4%	Production utilization
Total	100.0%	100.0%	
No. of societies	451	351	

The survey in 1898 by the Ministry of Agriculture and Commerce showed that cooperative societies which were organized or active in those years were as follows;

When farmers try to adapt themselves to monetary economy, the first problem that faces them is financing. To meet this need, credit societies were organized from early on. Marketing societies of raw silk and tea also seemed to work since these two commodities were Japan's major export products in those years, accounting for 60% of the total amount of export from this country.

2) Enactment of the Cooperative Society Law

In 1900, the Cooperative Society Law was enacted. This Law approved four types of cooperatives; credit, marketing, purchasing and production societies. It did not allow, however, credit societies to engage in other types of business. This was mainly because it was apprehended that credit societies might become unsound as financial institution as a result of, for example, diversion of savings to other business. But this restriction was taken away in 1906 and credit societies were allowed to do other types of business. Thereafter, cooperative societies in Japan paved the way to multi-purpose ones, which offer not only credit service but other functions as well.

3) Cooperative societies during early years after the enactment of the Law

Even after the Cooperative Society Law was enacted, the government did not take any meaningful promotional measure. Tax exemption was given to cooperative societies and they could obtain unsecured loans from the Agriculture and Industry Banks by the method of installment repayment, but the amount of loans to cooperatives was small. But apart from these policies, the government did only minor activities for promotion: lectures for diffusing the cooperative ideology among farmers were among them.

Statistics show, however, the number of cooperative societies increased from 1,676 in 1905 to 7,308 in 1910 and their membership expanded from 69,000 to 534,000. Within a decade after the enactment of the Law, the number of members of these societies exceeded 500,000. (see attached paper herein)

It is suggested that cooperatives in those years were very small in scale and that while their savings were small, their loans were large. From this fact we can say that cooperatives in early years were an organization for obtaining loans which was formed on the basis of natural villages. Here, "villages" mean traditional rural communities, and differ from municipalities which the government established as a part of its administrative reforms. Because of this, solidarity among inhabitants in municipalities was not so strong as that among residents in traditional villages. Thus, we can consider that the territory of cooperative societies in those days was substantially based on these villages.

To offer loans was the most important function of cooperatives as mentioned above; and this means that credit business was the nucleus of their activities. Statistics show how the fund for the management of societies was raised.

Although the amount of paid-up capital was considerably large, but the sum of the paid-up capital and savings was smaller than that of lendings. The gap was procured by borrowings. At that time, cooperatives had only a low credit standing; therefore these borrowings were most often procured from local banks by the personal guarantee of the president or other leading directors of cooperatives. Also, there were a number of cases where cooperative presidents or other leaders borrowed money from local banks and then offered it to their coop with a little interest.

As noted above, the operation of cooperatives depended largely on rural leaders in those years. "Leaders" were small landlords and upper-class owner farmers.

The idea that regards autonomy in villages as equivalent to rural community persisted strongly then and leaders in rural areas participated positively in the operation of their cooperative society to save their village from poverty. But the membership ratio of farmers remained low. In 1904, the percentage of member farming households to total ones was 1.4% and this figure reached only 12% in 1910 although the pace of increase was steady. As these figures indicate cooperative societies could not exert their real power as an organization of villages yet by 1910.

4) Cooperative societies during the 1910s and 1920s

In 1909, there occurred a noteworthy event in the history of cooperative societies. The Cooperative Society Law was amended and the establishment of federations of coops was approved. Thus, local federations were founded in many parts of the country, and the central union of cooperatives on the national level was also approved. Before they came to be formed, there had not existed the Great Japan Central Union of Cooperatives and this national body was engaged in such business as liaison among coops and educational and public relation activities. This Union was dissolved upon the amendment of the Law and replaced by the new Central Union which was recognized by the Law.

In 1910, the Central Union concluded an agreement with the Hypothec Bank and began to arrange loans from the bank to cooperatives. In the following year the bank was allowed to provide coops with unsecured loans, and then in 1912 it was permitted to offer unsecured loans repaid by annual installments to these coops. The interest rate was 7.5% per annum. In such a way low-interest funds became available to cooperative societies. But as the table below shows the bank's loans to coops did not increase rapidly. This move led to the foundation of the Central Cooperative Bank.

Table 2 Loans by the Hypothec Bank

Borrower	1911	1912	1913
Farmers	34.3%	33.1%	31.4%
Industries	38.9	35.2	32.8
Public organizations	16.0	15.3	13.8
Association for arable land readjustment	7.9	8.9	9.2
Cooperative societies	1.2	2.0	2.3

Source: A History of Cooperative Societies in Japan, Vol. 1

In 1917, the Agricultural Warehouse Law was enacted and the government drew up a ten-year plan for construction of agricultural warehouses. At the same time, the government determined that it would subsidize 20% of the construction cost of these warehouses built by coops. As outlined above, the government policies toward cooperatives became somewhat positive in the 1910s. During this decade World War I broke out and the domestic situation was fast moving and coop membership approached 2 million by 1920. The membership ratio of farmers became 28.2% in 1918.

What is the most noteworthy in this period is that the amount of deposits exceeded that of loans for the first time. This occurred in 1917, and the principle that the credit business of coops should be operated on the basis of savings from the members was put into practice.

In 1920, policies on cooperative societies began to change. One of these changes was an attempt to expand the territory of coops from traditional rural communities to municipalities. In other words, it was an attempt to unite existing coops based on small hamlets into a single one covering the entire village. Statistics show this trend clearly the number of coops increased only by 8%. This was because the territory of coops was enlarged. (cf see attached paper)

The membership ratio of farmers rose to 36.9% by 1920 and more than one-third of farmers were coop members. The members of cooperatives were by no means a minority now. It is thus understandable that the government began to regard coops as the real object of its policies or the real means of realizing its policies.

As mentioned earlier, financing from the Hypothec Bank to coops began to increase gradually. However, their dependence upon local banks did not disappear totally. After the amendment of the Law in 1909, moves to found federations of credit societies grew positive and these federations could not meet demand for funds entirely. Cooperatives increasingly wanted to free themselves of this situation and to deal in farm products and farm inputs and financing on their own.

To realize this desire coops worked on the government and let it amend the Law. In 1921, the Law was rewritten so that cooperative might be able to form national organizations. And in 1923, the National Purchasing Federation of Cooperatives was founded. Then the Central Cooperative Bank Law was enforced and the Central Cooperative Bank began to operate in 1924. About half of the Bank's capital was invested by the government. The national cooperative framework was thus almost completed by that time.

A financial panic occurred in 1926 and banks all over Japan were faced with a very difficult situation. In particular, not a few smaller and local banks were closed or went bankrupt. Cooperatives had trade relations with local banks and were thus hit by the panic. But the Central Union and other organizations under its umbrella urged the government to take necessary relief measures, such as emergency financing to coops. Thanks to this no coop went bankrupt by the impact caused by business failures of local banks. The bitter experience of the financial panic thus helped enhance awareness of the systematic structure of cooperatives.

5) Cooperative societies during the 1930: the period of the five-year development plan

(1) Farming village economy rehabilitation movement and liquidation of rural debts

The 1930s was an era of world-wide crisis. In Japan, the situation was also serious as commodity prices and stock prices went down and unemployment increased. In particular, the prices of farm products nose-dived, which put heavy pressure on the living of farmers. The debts of farmers swelled to a huge amount. Also on the background of impoverished farming villages the waves of fascism began to emerge.

To cope with this situation, the government established the Economic Rehabilitation Department in the Ministry of Agriculture and Forestry in 1932 and started the economic rehabilitation movement for rural villages. This movement aimed in principle at economic rehabilitation of these areas by their own efforts and the government provided a small amount of bounties. But it soon became clear that it was hard for these areas to attain economic revival by their own endeavor only. Thus, the government enacted the Rural Debt Liquidation Society Law in 1933 and decided to finance a total of ¥ 600 million to farming villages for the purpose of liquidation of their debts. In addition, measures were taken to compensate losses for local government in this connection.

As a principle, a debts liquidation society had to be but in those areas which had coops these coops were allowed to take charge of debts liquidation. In case a coop provided its members with low-interest loans for debts liquidation the members had to present a written promise to utilize the coop in marketing their products or in purchasing farm inputs in the future.

(2) Five-Year Development Plan of Cooperative Societies

The cooperative movement began to feel the need of special movement for expanding their organization in the late 1920s. At their national convention in 1932, it was resolved that a five-year development plan be drawn up and implemented. And this plan was implemented in 1933.

The Five-Year Development Plan covered a variety of themes (Table 3) but its major objectives consisted of: (1) Let's form a coop in every municipality: Let's do away with municipalities without a coop (2) Let's make all farmers coop members; let's do away with farmers who are not coop members; and (3) Let's change all coops which are operated and established separately functional basis, namely, credit, marketing, purchasing and utilization into multi-purpose coop.

Table 3 5-year Coop. Development Plan (1933 - 37)

Year	1933(A)	1937(B)	B/A
Number of Societies	14,424	16,540	144.2
Membership (1,000)	5,071	7,704	153.5
Number of Societies of four businesses	3,486	13,744	394.2
Saving (million yen)	1,276	2,127	166.7
Loan (million yen)	1,149	1,907	165.9
Marketing of Rice * (1,000 bales)	9,258	18,339	198.7
Fertilizer Supply(1,000 tons)	845	1,920	227.2
Warehouse* (1,000 koku)	6,456	9,979	154.7
Handling of Ie-no-Hikari* (1,000 copies)	329	1,000	303.9

- Remarks: 1. A bale of rice contains 60kg and it is the unit of rice marketing
2. It concerns the capacity of warehouse Koku is a cubic content equivalent to 150kg in case of brown rice.
3. Ie-no-Hikari is a monthly magazine for cooperative members.

During course of the five years, those concerned with coops across the country strived for the implementation of the Plan. The main outcomes of their efforts are listed in Table 4. It was difficult to achieve the objectives completely but the results had considerable effect.

Table 4 Progress of Five Year Plan (1933 - 1937)
(percentage)

	1933	1937	1940	1941
1. Villages with no Coops	15 %	3.7 %	0.14 %	%
2. Member Farmers	62.4	78.5	94.8	
3. Multi-purpose Societies of 4 kinds of Business	31.3	71.4	78.6	81
4. Societies with Agr. Warehousing	20.8	33.5	33.5	39.8

Note: Total number of villages in 1933 was 11601 and those with no society were 1894

As the economy began to recover in the mid 1930s the performance of the Five-Year Plan grew more favorable as planned.

In credit business for instance, Savings by members continued increasing. In 1930, coops came to hold securities, too.

Marketing activities got into a right track thanks to the government measures for stabilizing the price of rice and raw silk. In 1931, the National Marketing Federation of Cooperatives came into being.

The membership of coops increased, too, exceeding 5 million in 1933. The number of coops passed the 15,000 mark in 1940. There were about 12,000 municipalities in this country and so some of them had more than one coop in one municipality.

In 1933, the first year of Five-Year Plan, the membership ratio of farmers had been 63% which on a increased to 94.8% by 1937, the last year of the Plan.

(3) Anti-Cooperative Campaigns

There were characteristic moves that took place in the 1930s. They were called Anti-Cooperative Campaigns. These campaigns were organized by the dealers of fertilizers, rice and other items on the initiative of chambers of commerce and industry. In 1933 they formed the National League for Protection of Commercial Rights demanding the government to abolish privileges given to coops such as financial assistance and protection.

Behind these trends, there existed the misunderstanding on the part of their organizers that stagnancy in the business of merchants would be caused by expansion in coops. This fact also indicated that the activities of coops aroused their attention quite a bit that those in commerce and industries began to turn against coops. For this, the coop movement tried to argue back to them but its basic standpoitn was that the strongest counter argument was the successful attainment of the Five-Year Plan.

The establishment of basic structure found in today's agricultural cooperative societies was built during the 1930s. The three characteristics of agricultural coops in Japan that is multi-purpose participation of all farmers and the three-tier system were nearly completed in this decade.

After World War II, various reforms were added to the system of cooperative societies but the above three features are still maintained now.

Today, many members' groups are participating in the operation of their coop. And traditional rural communities (natural villages) still exist on the basis of the organization of agricultural coops. Even if inflow of non-farmers to villages increases, these sub-village communities cannot be disregarded. In this sense, the activities of spontaneous cooperatives at the beginning of the twentieth century in Japan give us meaningful lessons even now.

2. Cooperatives after the War II

Introduction

1) After the War II, all the systems that worked during the war were reviewed and many reforms were brought into effect. Particularly the land reform was most important. The land lord system was not only the system at agriculture but also the foundation of government administration. The reform was completed in three years.

Before the war, farmers were divided into three categories; owner farmers, owner tenants and tenants as follows;

	Owner	Owner/Tenant	Tenant
1930	31.1%	42.3%	26.5%
1940	31.1	42.1	26.8
1950	61.9	32.4	5.1
1980	86.4	12.3	1.1

Review was also made for the cooperative system. Before the War, all sorts of cooperatives were administered by one cooperative act. After the War, the principle of coops was adopted that they should be organized in accordance with the cooperation of members who organize the cooperatives and thus new cooperative acts were enacted as follows;

Agricultural Cooperatives Act	1947	
Consumers Cooperatives Act	1948	
Fisheries Cooperatives Act	1948	
Forest owners Cooperative Act	1978	
Small and Medium Enterprise Cooperatives Act		1948
Credit Cooperatives Act	1951	

As for the forest owners cooperatives, forestry association organized according to the cooperative principles was recognized in 1956 by the Forestry Act.

2) Reforms and agricultural cooperatives

(1) Land Reform and agricultural cooperatives

After the War II many fundamental reforms were implemented with a view to make Japan a democratic country. Among others land reform was one of the most important one, through which the tenant system was completely abolished. All the farmers, with a few exception, became independent owner farmers, - this is the basic feature of agriculture in Japan today.

The reform concerned only the ownership of the farm land, and it was felt necessary that other measures be taken to accelerate the agricultural development. Introduction of democratic agricultural cooperative system played a pivotal role in assisting farmers in it who were emancipated by the land reform.

Agricultural cooperative society law was enacted in 1947, and nearly fourteen thousand primary cooperative societies were established across the country by the end of 1948.

(2) One of the reasons for the fast establishment of coops was to take over the property owned by Agricultural Organization (Nogyokai) which was forced to dissolve before August 14, 1948. Another reason was not to leave any vacuum after the dissolution of Agricultural Organization in order to deal with the food problem, which was in a serious state those days.

(3) Cooperative societies after the War II were organized in accordance with occupation of the members and this principle naturally applied to the agricultural cooperatives. What characterise agricultural cooperatives thus organized were as follows.

- a. free, independent and democratic organization by and for farmers
- b. main tasks were to increase the agricultural production and to raise the socio-economic standard of farm family
- c. however it was considered useful to render services to non-farming resident in the village if they wanted.

From this point of view, the associate member system was introduced.

Associate members are not allowed to participate in voting and decision making of the society.

(4) Agricultural cooperative is an independent autonomous organization, and thus the government control should be kept minimum. On the other hand, cooperatives can not enjoy the privileges such as tax-exemption or government assistance.

(5) Cooperative principles are incorporated in the law. (This is the same in the pre-war cooperative law) Consequently farmers are free to be or not to be members of the society. In practice, all the farmers in the country affiliate with the society.

3) Difficulties faced by Agricultural Cooperatives round 1950 and Reconstruction

(1) Just after the war the issue of bank note increased rapidly and the inflationary trend continued through the beginning of 1949. In February 1949 drastic measures were taken to stop the inflation, which brought a lot of difficulties in the national economy and not a few enterprises went bankrupt.

(2) Agricultural Cooperatives were established in a short period and they had weak points in their organization and business as follows.

- a. Too many small societies
It is the negative side of freedom of establishment
- b. Poor experienced office bearers
It is the negative side of democracy.
- c. Deteriorated loyalty of members, Chaos after the defeat.

- d. Inheritance of bad property from Nogyo-kai combined with drastic change of economic situations.
- e. Reckless management under the inflationary circumstances.

Enterprises which bought agricultural products from agricultural cooperatives were on the verge of collapse and thus could not pay, inventories which the societies inherited from the time of Nogyo-kai could not be sold while the new products came in the market. These brought about quickly the deterioration of financial conditions in cooperative societies.

Officials and employees were so accustomed to the way things worked under the controlled economy where anybody did not bother to think how to sell, how to buy, how to attract savings in a word, how to manage the society.

(3) Many deficit ridden societies

In 1949 - 50 many societies suffered deficit. In May 1950 more than six hundred societies could not pay back sufficiently the savings of members, large amount of savings was used to finance the fixed credit, bad inventories. Situations in marketing and supply federations aggravated.

(4) National level cooperative organizations organized a special body named "Council for the Measures to Cope with the Managerial Problems" in order to cope up with measures to improve the situations which was later followed by prefectural federations.

They studied together with the government and reached the conclusion that a standard for strengthening the cooperative movement be set up and it was published as a government decree with a view to reconstructing the cooperative management in late 1950.

The cooperative movement sought the government help for their reconstruction.

(5) At last, Act of Reconstruction and Readjustment of Agricultural, Fishery and Forestry Cooperatives was enacted in 1955. By the application of the Law, designated societies could obtain governmental financial assistance after their reconstruction plan was approved by the government. Government assistance was given in the form of subsidy meant for the capital increase and subsidy for the interest on frozen fund.

These assistances were given for seven years till the societies completed the reconstruction plan by increasing capital and mobilizing frozen fund at a decreasing rate in proportion to the progress of reconstruction.

(8% - 1% for capital increase

4% - for mobilization of frozen fund)

The most important part of the reconstruction plan was how to ensure the full cooperation of members, because without it the reconstruction plan could not take share. In most cases, those who were responsible for the bad management were compelled to leave the board and new reliable persons were elected for the reconstruction. It was one of the important factors to ensure the cooperation from members.

(6) The reconstruction of primary societies thus went through somehow but the situations of business federations were so bad and it was considered almost impossible to expect the reconstruction without special measures which could relieve them from the heavy burden of payment of interests on frozen debts which came from a huge amount of dead stock.

At last the "Law for promoting the Readjustment of Federations of Agricultural, Forestry and Fisheries cooperatives" was enacted in 1953. Main point of the measures provided by the law was the collaboration from the credit federation and Central Cooperative Bank toward business federations. When the credit federations and Central Cooperative Bank exempted the sum of interest of loans extended to business federations, the government came to help the credit federations and Central Cooperative Bank in granting subsidies equivalent to half of the amount of interests exempted by the credit federations or Central Cooperative Bank.

The reconstruction of federations started as early as in 1953 and it was in 1965 that all the designated federations completed the reconstruction, but round 1960, the reconstruction paved the way to the goal without difficulties.

(7) The reconstruction of primary societies as well as of the federations was achieved. For the reconstruction the government subsidized a huge amount of money which was appreciated very much.

However, the most important achievement made during the reconstruction movement was the fact that the agricultural cooperative movement succeeded building up the new cooperative way of business.

In order to get the full cooperation of member-farmers or member-organizations both societies and federations made concerted efforts in the development of human resources, in particular, level-up of the management personnel and the board of directors. The new cooperative way of business and management includes following;

1. Emphasis on responsibility of the board of directors for management of coops
2. Planned production and marketing
3. Unconditional consignment in marketing
4. Pooling account system
5. Advance order in purchasing
6. Cash on delivery system at the primary society
7. Recognition of close relation between business activities and guidance activities or recognition of real integrated approach of cooperative activities

(8) Another important factor responsible for the reconstruction consisted in the fact that the movement was promoted not only by the movement itself but also strong back-up effort of the government. Both the government and the movement made efforts hand in hand with only one desire to achieve the reconstruction. This showed the close cooperation the movement with the government. It should be noted that the close relation between the both rebuild lead to the reconstruction movement.

4) Agricultural Cooperatives in the period of Rapid Growth of National Economy

(1) Right after the Second War in 1946, the standard level of the Japanese National Economy was as low as what's written below compared to the pre-war year level (1934 - 36 average)

Industrial and Mining production	30%
Agricultural Production	50%
GNP per capital	50%
Consumption per capita	60%

By around 1950 per-war level state of economy had been recovered and so in 1960 the government decided to adopt the income doubling programme. Since then Japanese national economy entered the period of so-called Japan's rapid growth of 10% annual rate of growth for more than ten years.

Agricultural production increased rapidly since 1955. Production of paddy reached the level of 4 tons per ha in 1965.

The price of rice which had been held down for long time, began to be raised since 1960. This is an important factor which resulted in the improvement of farmers' economic condition.

In parallel with the increased income of the nation, the demand for live-stock products, fruits and vegetables increased. Although the weight of rice still continues as a staple food for the people demands for livestock and fruits and vegetables products became higher.

During the period of rapid growth, the progress of industrialization and urbanization brought about the increase in non-agricultural income of farmers and the percentage of part-time farmers became as high as 85%.

(2) Measures for the readjustment of federations and some measures for small primary societies at the end of 1950s were the last of the financial assistance to the agricultural cooperatives. Since then no financial assistance has not been given except the incentives for encouraging the amalgamation of primary societies. In order to promote the amalgamation, a special act to help the amalgamation was enacted in 1961, and the amount of subsidy derived from multiplying 100,000 yen by the number of societies amalgamated was given and also some concessions to taxation were granted.

The financial assistance was given during the period from 1961 till March 1966 and after that privileges on taxation to coops continued till March 1977.

(3) Although the general financial assistance to agricultural cooperatives ceased various assistances can be given to agricultural cooperatives so long as the construction of cooperative facilities is in the line of government policy of increasing productivity of agriculture or improving distribution system of goods. In such a case on third or a half of the cost of construction can be granted. However, the government assistance is given usually to farmers through various methods such as price support, price stabilization and land improvement.

Agricultural cooperatives are promoting to strengthen the measures to be taken by the government for the improvement of farming conditions and the protection of farmers if necessary, because agricultural cooperatives consider that the business conditions of the society can be improved when the member farmers are sound and strong and the works of agricultural cooperatives are for the benefits of members, which can be achieved usually through cooperative business but sometimes through other methods.

(4) In the period of rapid economic growth the agricultural production, despite of unfavourable condition caused by the exodus of rural labour force, continued to increase due largely to the increased use of a lot of in-puts and introduction of farm mechanization. Agricultural cooperatives tried to organize the individual farmers into groups in harmonizing the different conditions of farmers which came from their diversification and organized the integrated system of agriculture from production to marketing by organizing the farming complexes.

Farming complexes are formed by member farmers through the guidance by the cooperatives which mobilize all the functions of primary society such as farm guidance, marketing and supply services, credit activities - integration of all the functions of the society as well as of the collaboration from the union and federations.

(5) The integrated approach of cooperation was promoted not only in the frame-work of the primary society but on the nation wide scale, which asked the harmonious development of all kinds of cooperative business. For the development of cooperative works in a harmonious way the Central Union worked out the basic plan for the agricultural development through cooperatives and the basic plan for the achievement of better living through cooperatives, and both were approved by the national convention of agricultural cooperatives. For the implementation of the both plans, the convention adopted also the comprehensive three-year plan for the development of agricultural cooperatives in 1970 and 1973.

(6) Up until the oil crisis in 1973 the agricultural production constantly showed an increase without difficulties with use of increased and also due to favourable conditions in the farm economy which resulted in high price of rice and increased non-farm income in the industrial sector. After the oil crisis, opportunities of getting non-agricultural income decreased and prices of in-puts hiked up.

Undesirable aspects of over use of chemical fertilizer and insecticide or pesticide have been painted out, on which the rapid increase of agricultural production depended so far. On the other hand, the development of livestock and poultry raising brought about the problems causing environmental pollution.

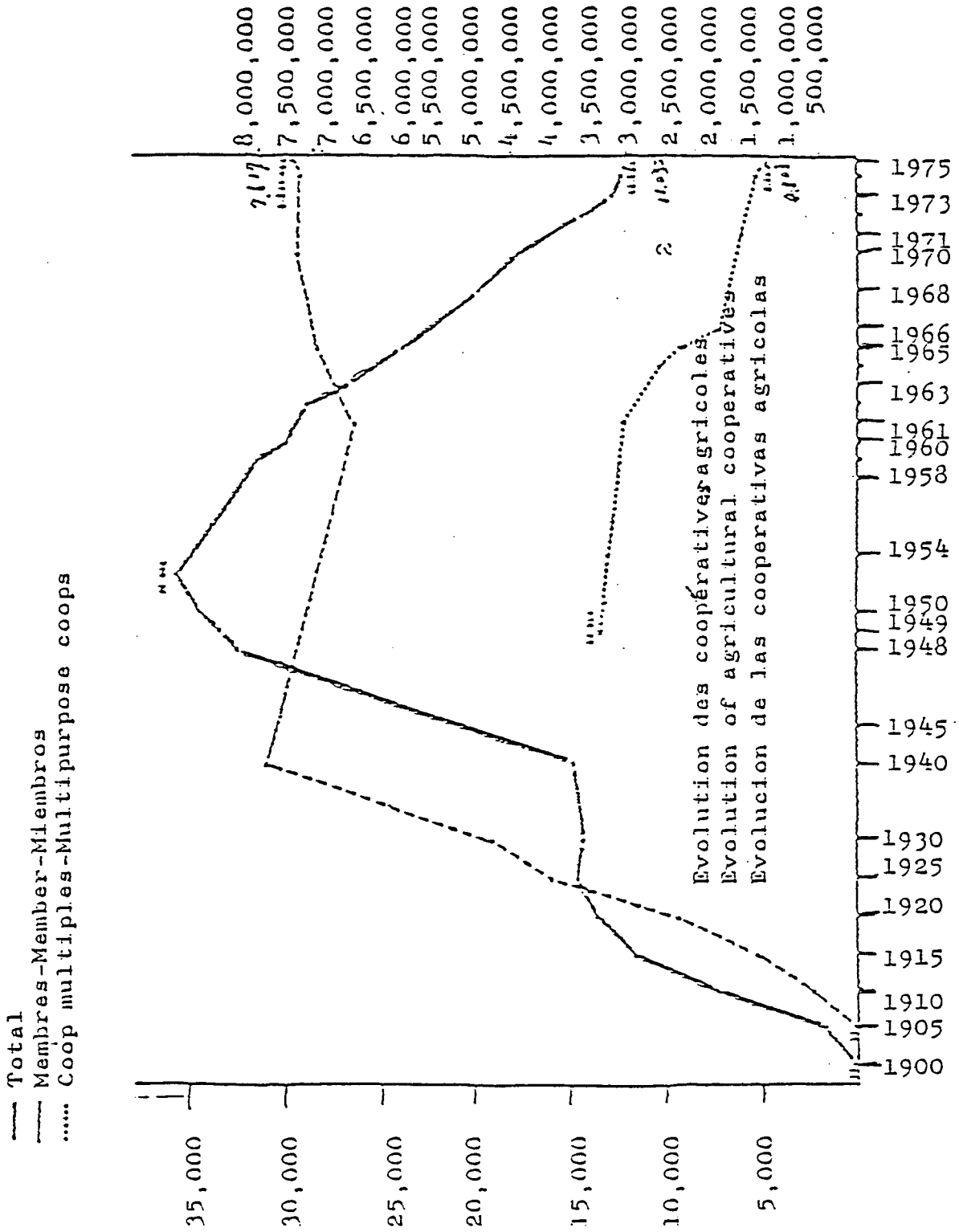
Agricultural cooperatives have been trying to solve these problems by seeking the cooperation of member farmers in the community, which is the basis of cooperative movement. On this point too the national convention adopted the resolution in 1976, which reflected the quantitative expansion of cooperative business and expressed the necessity of qualitative improvement of cooperation. Agricultural cooperatives are now paving the way of real reconstruction of cooperation, through which agricultural cooperatives expect the new development.

II. Statistical Information on Cooperatives

1. Progress of Amalgamation of Multi-purpose Societies

	No. of cases of amalgamation	No. of societies participated in amalgamation	No. of Multi-purpose societies	Note
1960/61			12,050	
1961/62	137	541	11,586	Amalgamation Aid Law was enacted on 1st Apr. '61 Validity of the Law was 5 years
1962/63	210	912	10,813	
1963/64	216	967	10,083	
1964/65	237	1,066	9,135	
1965/66	578	2,599	7,320	
1966/67	35	135	7,209	
1967/68	58	169	7,074	First revision
1968/69	218	829	6,470	Extended 3
1969/70	99	378	6,185	years
1970/71	42	162	6,049	23 May, 1970
1971/72	102	439	5,688	2nd revision Extended 2 years
1972/73	101	393	5,488	22 Mar, 1972
1973/74	67	285	5,198	3rd revision
1974/75	119	434	4,942	Extended 3
1975/76	60	225	4,803	1st Apr, 1975
1976/77	25	65	4,763	4th revision
1977/78	56	160	4,657	Extended till 31-3-1978
1978/79	31	101	4,583	Amalgamation Aid Law was expired at the end of March 1982
1979/80	18	54	4,546	
1980/81	35	85	4,528	
1981/82	65	172	4,473	
1982/83	44	116	4,373	
1983/84	27	77	4,317	

2. Historical Development of Cooperative Movement (Agri. Coops.)



3. Development of Primary Cooperative Societies

Aggregate Statistics

	1905	1910	1915	1917	1920	1925	1930	1932	1935	1937	1940
Total No. of societies surveyed	1,676	7,308	11,509	12,025	13,442	14,517	14,517	14,352	15,028	14,512	15,101
No. of societies surveyed	836	4,922	10,374	10,919	12,189	13,379	13,161	13,106	13,864	13,743	14,397
Membership(1,000)	69	534	1,290	1,489	2,290	3,935	4,743	4,978	5,795	6,206	7,740
Paid up capital (1,000yen)	1,320	7,477	22,186	27,748	55,542	142,581	228,227	239,725	259,996	264,759	332,613
Reserves(1,000 yen)	212	1,408	7,967	12,460	24,558	61,720	113,882	124,725	146,393	155,014	192,779
Borrowing	385	3,259	16,248	17,575	50,185	90,390	239,582	276,072	255,783	237,905	252,524
Deposit	-	-	-	-	-	-	365,361	332,552	522,531	689,586	1,991,772
Securities	-	-	-	-	-	-	98,407	111,634	142,870	236,286	980,862
Credit service	610	3,891	9,040	9,715	10,954	12,016	11,449	11,290	12,094	12,153	12,530
No. of societies surveyed	423	7,205	29,599	73,976	224,321	654,902	1,102,574	1,063,164	1,378,319	1,747,780	4,121,034
Saving (1,000 yen)	1,497	11,906	52,219	64,922	189,144	548,607	996,668	1,031,831	1,040,719	1,069,949	1,144,195
Loan (1,000 yen)	114	1,731	4,554	4,956	6,336	7,595	7,777	8,477	11,057	11,892	12,576
Marketing service	1,352	11,276	40,777	89,126	126,912	216,018	192,474	202,839	376,746	598,880	1,897,076
No. of societies surveyed	164	2,932	6,732	7,157	8,912	10,041	9,576	10,086	11,664	12,093	12,822
Turnover(1,000 yen)	507	7,461	27,550	53,361	152,062	152,170	127,271	129,111	249,296	353,868	994,402

Remarks: 1. Source. Saugyo-Kumiai Yorin (Cooperative Year Book)

2. Membership: Of all the societies

3. Paid-Up Capital, Borrowing, Reserves: Deposit and Securities: For all the societies

4. Saving and Loan (outstanding), Marketing and Supply (Turnover)

For Societies surveyed of each service

4. Development of Primary Societies
Average per society

	1905	1910	1915	1917	1920	1925	1930	1932	1935	1937	1940
Total No. of societies surveyed	1,676	7,308	11,509	12,025	13,442	14,517	14,517	14,352	15,028	14,512	15,101
No. of societies surveyed	836	4,922	10,374	10,919	12,189	13,379	13,161	13,106	13,864	13,743	14,397
Membership	82	109	124	136	188	272	327	347	386	428	513
Paid up capital (yen)	1,588	1,119	2,138	2,541	4,557	10,657	17,341	18,291	16,757	19,265	23,103
Reserves (yen)	254	286	767	1,141	2,015	4,613	8,653	9,340	10,560	11,279	13,390
Borrowing	460	622	1,566	1,610	4,117	6,756	18,204	21,065	18,450	17,311	17,540
Deposit	-	-	-	-	-	-	27,761	25,374	37,690	50,177	138,346
Securities	-	-	-	-	-	-	7,477	8,548	10,305	17,193	68,130
Credit services	610	3,891	9,040	9,725	10,954	12,016	11,449	11,290	12,094	12,153	12,530
No. of societies surveyed	693	1,852	3,274	7,615	20,478	54,503	96,303	94,168	113,967	143,814	328,833
Saving	2,454	3,059	5,776	6,683	17,257	45,556	87,053	91,393	86,053	88,040	91,316
Loan	114	1,731	4,554	4,956	6,336	7,595	7,777	8,477	11,057	11,892	12,576
Marketing services	11,859	6,514	8,954	17,983	20,030	28,442	24,743	23,928	34,073	50,360	150,849
No. of societies surveyed	164	2,932	6,732	7,157	8,912	10,041	9,576	10,086	11,664	12,053	12,822
Turnover	3,091	2,545	4,092	7,456	17,063	15,155	13,291	12,801	21,373	29,359	77,554

5. Predominance of Rural Societies in Japanese Coop. Movement(1933)

(1)

	societies	%
Rural	12,658	85.5
Fishery	668	4.5
Urban	1,483	10.0
(Consumers)	200	
(Credit)	279	
(Others)	1,004	
Total	14,809	100.0

(2)

Occupation	Membership	%
Agriculture	3,693,646	70.5
Forestry	8,079	0.2
Industry	252,768	4.7
Commerce	600,589	11.5
Fishery	101,066	1.9
Others	587,035	11.1
Juridical person	4,070	0.1
Total	5,238,253	100.0

6. Loans for the Rural Reconstruction or Coop. Development

(Outstanding at the end of March 1938)

Total Amount ¥348,570,000

organizations through which loans were advanced.

1. Hypothec Bank	38.7%
2. Agri. Ind. Bank	3.9
3. Hokkaido Dev. Bank	2.9
4. Central Coop. Bank	24.8
5. Local Authorities	29.7
Total	100.0

7.1 5-year Coop. Development Plan (1933 - 37)

Year	1933(A)	1937(B)	B/A
Number of Societies	14,424	16,540	144.2
Membership (1,000)	5,071	7,704	153.5
Number of societies of four businesses	3,486	13,744	394.2
Saving(million yen)	1,276	2,127	166.7
Loan (")	1,149	1,907	165.9
Marketing of Rice (1,000 bales)	9,258	18,339	198.7
Fertilizer Supply (1,000 tons)	845	1,920	227.2
Warehouse (1,000 koku)	6,456	9,979	154.7
Handling of Ie-no-Hikari (1,000 copies)	329	1,000	303.9

- Remarks: 1. A bale of rice contains 60kg, and it is the unit of rice marketing
 2. It concerns the capacity of warehouse
 Koku is a cubic content equivalent to 150kg in case of brown rice
 3. Ie-no-Hikari is a monthly magazine for cooperative members

7.2 Progress of Five Year Plan (1933 - 37) (Percentage)

	1933	1937	1940	1941
1. Villages with no coops.	15.5%	3.7	0.14	
2. Member Farmers	62.4	78.5	94.8	
3. Multi-purpose Societies of 4 kinds of Business	31.3	71.4	78.6	81
4. Societies with agri. Warehousing	20.8	33.5	33.5	39.8

Note: Total number of villages in 1933 was 11601, and those with no society were 1849.

Following table shows how small the role of cooperatives was in the field of credit activities in the rural economy, and the credit service was the most important cooperative activities.

8. Farmers Debt (million yen)

	1912		1929	
	Special banks	77	10.3%	721
Commercial banks	132	17.3	640	14.0
Coops	22	2.9	635	14.1
Money lenders merchants	173	23.2	2,589	56.2
Traditional mutual credit	62	8.3		
Individuals	278	37.6		
Total	746	100.0	4,585	100.0

Source: 1. For 1912: Survey by Ministry of Finance

2. For 1929: Survey by Ministry of Agriculture and Forestry

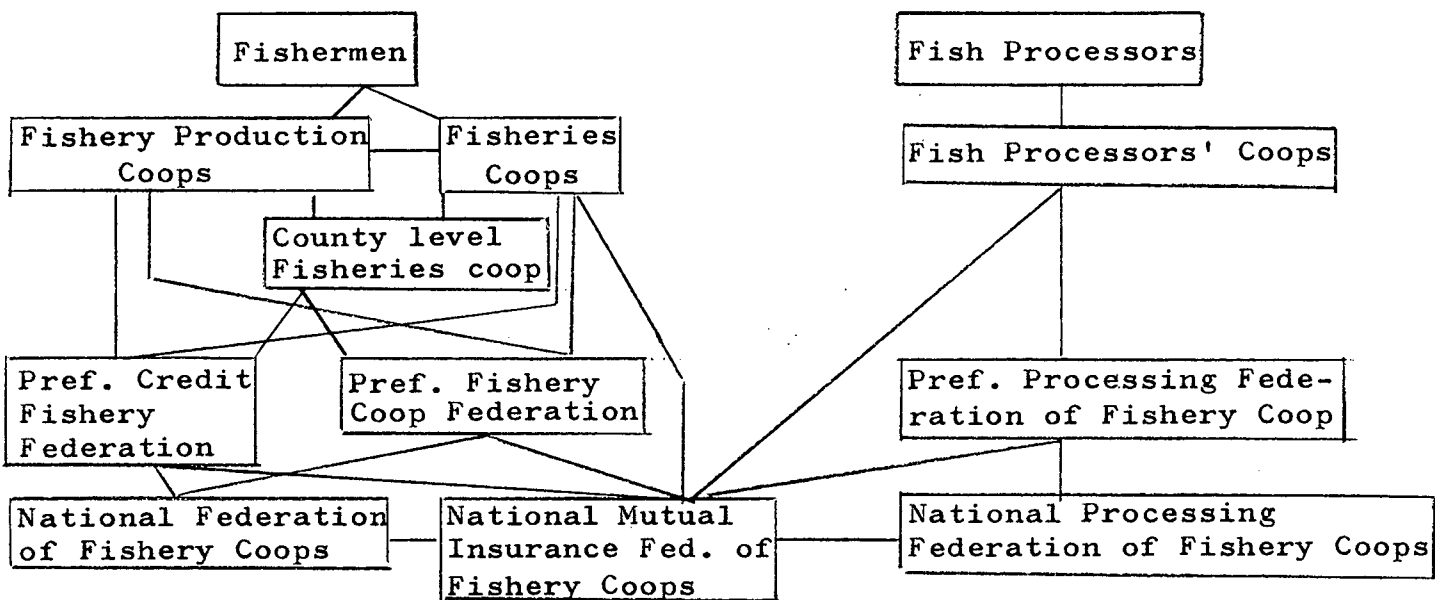
9. Outline on the consumers coops in Japan (Estimated value)

	Unit	1983		1984		1985	
		Value	Yearly rate of change	Value	Yearly rate of change	Value	Yearly rate of change
Number of coops Purchasing Medical	consumer coops	656	100.5	649	98.9	660	101.7
		546	100.6	538	98.5	544	101.1
		110	100.0	111	100.9	116	104.5
Membership Purchasing Medical	thousand person	8,444	107.6	9,207	109.0	10,232	111.1
		7,700	107.6	8,393	109.0	9,322	111.1
		744	107.1	814	109.4	910	111.8
Amount of supply Amount of utilization	mil. yen	1,347,141	112.0	1,511,153	112.2	1,674,358	110.8
		65,794	108.3	68,051	103.4	70,093	103.0
Total turnover of purch.coops. (per member) (I)	yen	1,412,935	111.8	1,579,204	111.8	1,744,451	110.5
		15,854	103.7	16,355	103.2	16,412	100.3
Total turnover of medical coops.	mil. yen	103,190	108.5	112,066	108.6	121,031	108.0
Total business turnover (I + II)		1,516,125	111.6	1,691,270	111.6	1,875,482	110.3
Paid up capital Purchasing Medical	mil. yen	82,033	117.8	96,179	117.3	112,895	117.4
		73,209	117.9	85,894	117.3	101,055	117.4
		8,824	117.1	10,285	116.6	11,840	115.1
Average paid-up capital per member Purchasing Medical	yen	9,715	109.5	10,446	107.5	11,034	105.6
		9,508	109.5	10,234	107.6	10,840	105.9
		11,860	109.4	12,635	106.5	13,011	103.0
Members' borrowing	mil. yen	63,934	102.2	71,479	111.8	74,744	104.6
Store Store area	store m ²	1,941	105.7	1,987	102.4	2,070	104.2
		852,420	104.0	886,349	104.0	912,200	102.9
Regular officers and employees	person	39,718	104.6	42,113	106.0	44,430	105.5
Amount supplied from union Utilization ratio	mil. yen %	171,380	122.5	217,525	126.9	265,815	122.2
		15.9	+1.4	18.0	+2.1	19.8	+1.8
Supply turnover of coop goods	mil. yen	122,450	123.9	153,385	125.3	198,327	129.3

Change in the number of consumers coops (affiliated with union)

Year	Year										1985 estima tion
	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	
No. of coops	619	652	661	651	657	658	659	653	656	649	660
Membership (ten thousand yen)	514	544	586	608	638	672	723	785	844	921	1,023
Paid-up capital (100 mil. yen)	272	326	416	479	493	519	594	696	820	962	1,129
Total turnover (100 mil. yen)	5,695	6,802	7,779	8,319	9,411	11,081	12,396	13,590	15,161	16,913	18,655

10. Organizational Chart of Fisheries Coops



Change in the number of members of Fisheries Coops

Item Year	No. of coops surveyed	Regular membership		Associate membership		Total	
		per fishery coop	Total	per fishery coop	Total	per fishery coop	Total
1980	1,885	199.1	375,308	81.9	154,475	281.1	529,783
1981	1,914	197.1	377,273	82.2	157,261	279.3	534,534
1982	1,917	193.9	371,785	83.5	160,153	277.5	531,938
1983	1,948	190.6	371,295	83.6	162,895	274.2	534,190
1984	1,987	186.5	370,541	82.8	164,519	269.3	535,060

Outline of the Forest-owners' Coops

Year	No. of coops	Membership	Members' Forests	Paid-up capital	Full-time officials	No. of workers
	(coop)	(1000person)		(1000 ha)	(person)	(person)
1980	1,904	1,780	11,666	20,239	9,018	63,720
1981	1,859	1,778	11,707	22,208	9,203	65,353
1982	1,812	1,781	11,703	24,083	9,192	64,559
1983	1,791	1,779	11,690	25,715	9,129	60,813
1984	1,770	1,777	11,663	27,419	9,031	59,917

11. Credit Coops

Coops	456
Shops	7,124
(Branches)	134
Membership	6,411,408
No. of Full-time officials and employees	152,288
(Full-time officials)	2,700
Share capital	270,541
Savings	50,049,117
Loan	36,573,481
Borrowings	201,969
Deposit	7,391,700
Securities	8,345,867
Cash	1,079,246

Credit Associations

Deposit	12,838,627
Loan	9,745,265
Association	448
Branch	2,321
Office	70
Total	2,839
Members	3,701,186
Full-time officials and employees	45,995
(Full-time officials)	1,686

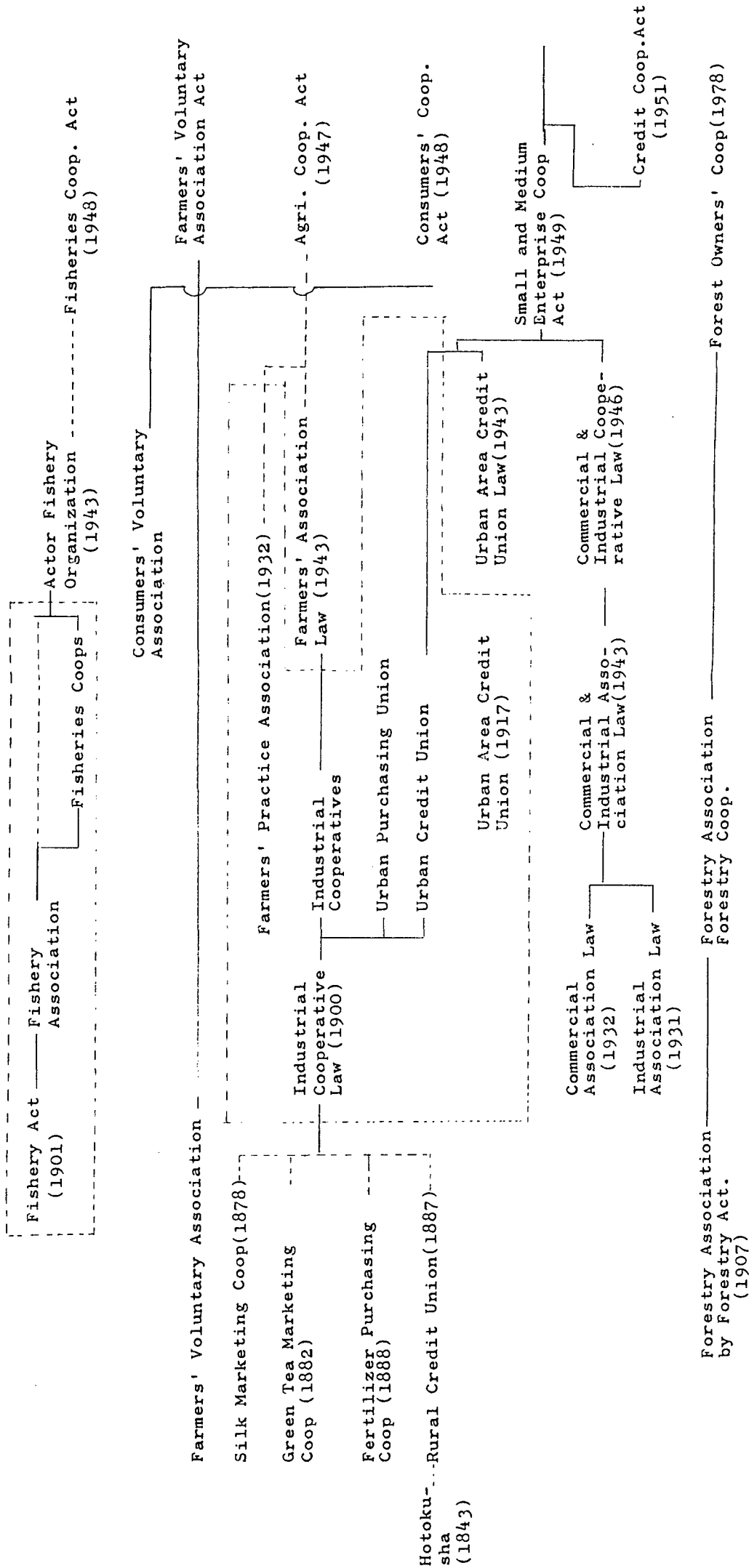
Small and Medium Enterprise Cooperatives

(end of March 1986)

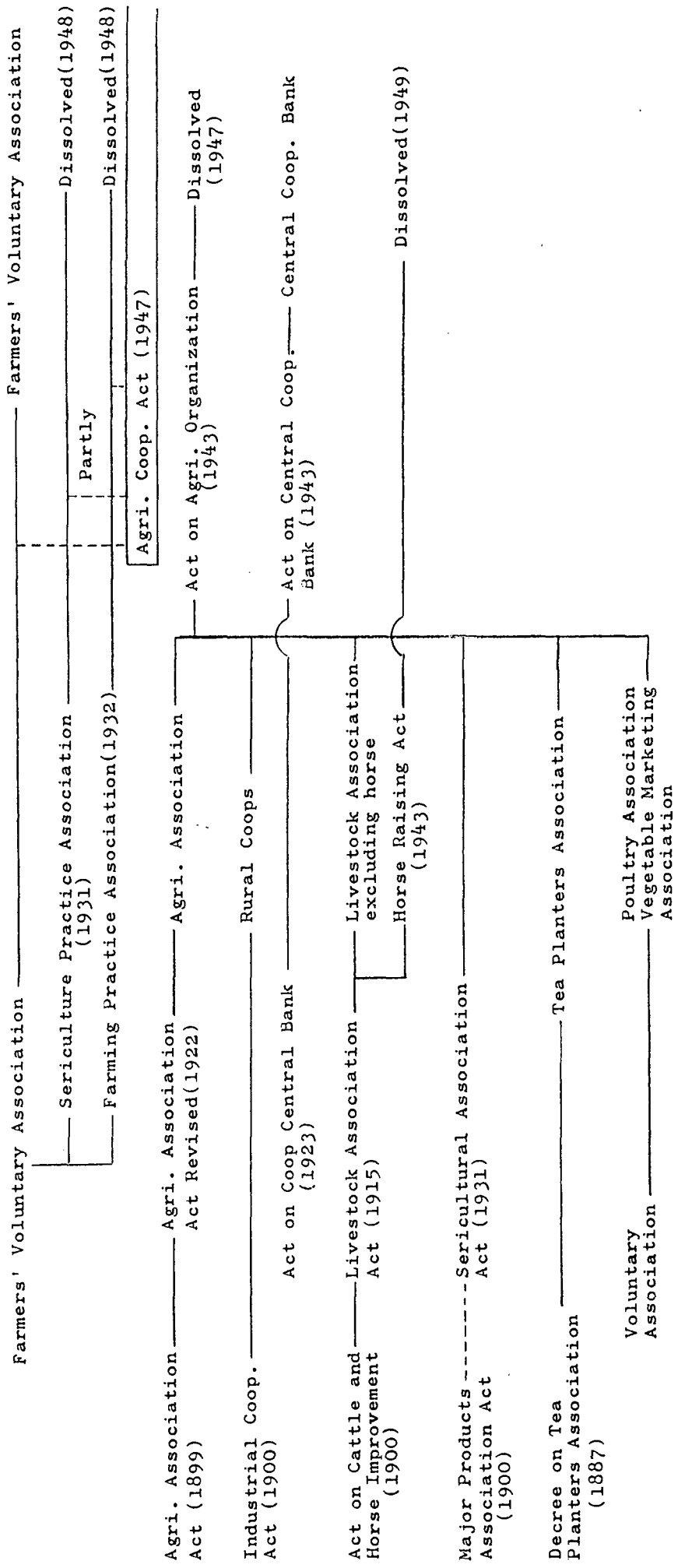
Cooperatives	42,468
(Credit Associations)	458
Other Associations	7,108
Total	49,573

Of this kind of cooperatives the establishment and dissolution are frequently observed. In 1985, 126 newly established and 69 were dissolved.

12. Lineage of Coops in Japan



Lineage of Agri. Coops



4th ICA/Japan Training Course for Women Leaders of
Agricultural Cooperatives in Asia
From October 17 to November 12, 1994, Tokyo, Japan

Japanese Culture, Society and Economy
With Stress Upon
Socio-Economic Conditions in Japan

October 19 (Wed), 1994

By
Mr. Yukio Abe
Programme Coordinator
IDACA

色は匂へど 散りぬるを

我世誰ぞ 常ならむ

有為の奥山 今日越えて

浅き夢みじ 酔もせず

“Though gay in hue, [the blossoms] flutter down, alas!
Who then, in this world of ours, may continue forever?
Crossing today the uttermost limits of phenomenal existence,
I shall see no more fleeting dreams, neither be any longer intoxicated.”

Iro ha, a poem of the Heian period, translated by Basil Hall Chamberlain (1850-1935).

物々交換で育った娘は「ブリン」不志向



1968/8



▲
A

▲ B

Past versus Present

A. Japanese woman taking a rest for a moment on her way to go for food-hunting in 1948.
!!Strong, thy name is woman!!

B. Young Japanese women carrying plenty of souvenirs from their overseas trip at the Narita International Airport in June, 1987.

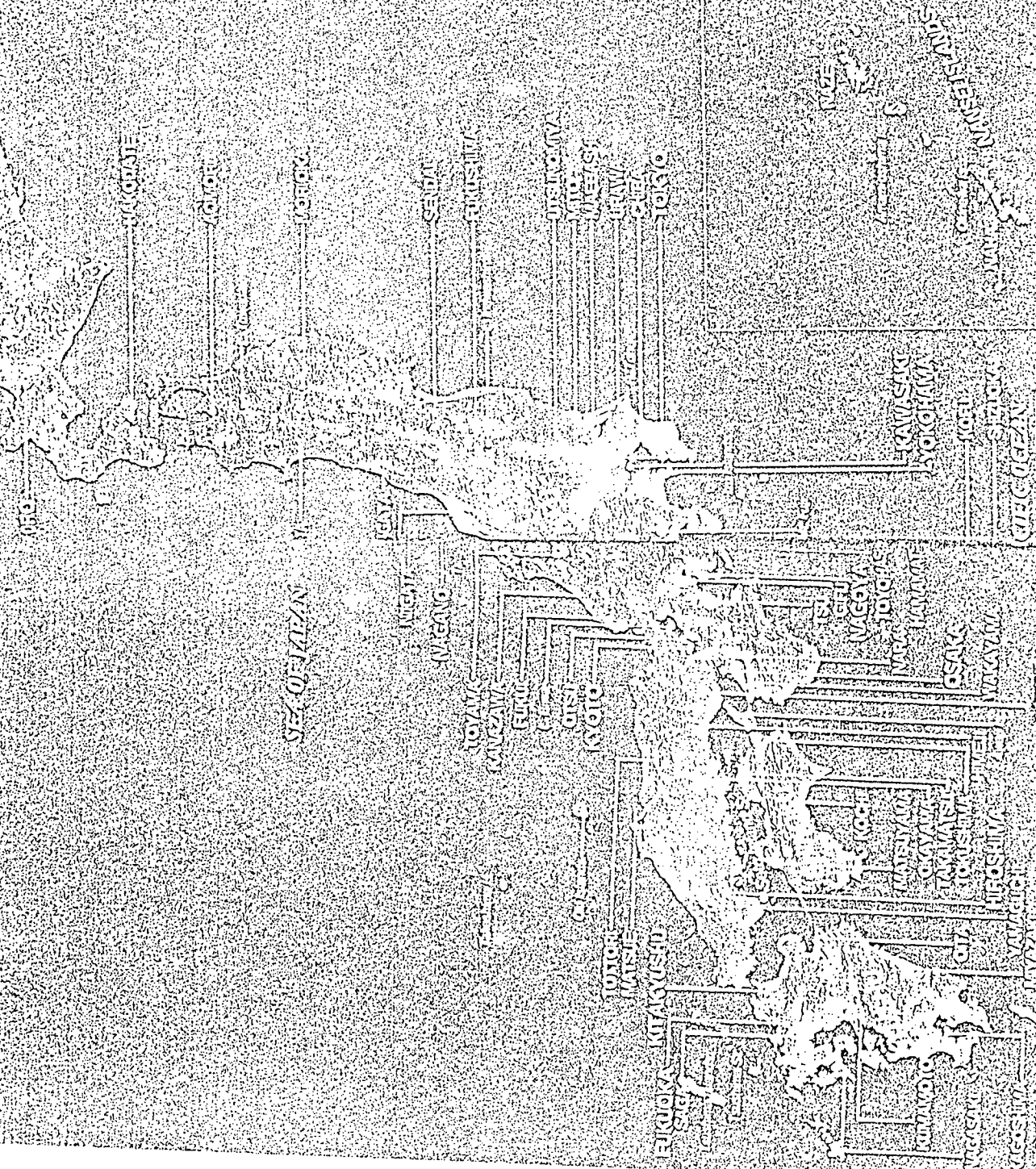
The Message conveys, daughter who has been brought up in such a living environment of "Barter System" seems to be interested only in buying branded goods.

Notes;

This textbook has been compiled with the use of following reference materials.

1.	Nippon 1987/88 a charter survey of Japan
2.	Statistical handbook of Japan 1988
3.	Introducing Japan
4.	Nippon The Land and Its People

MAP OF JAPAN



Japanese Thought and Conduct

Japanese Way of Thinking

The origins of Japanese culture, like those of the Japanese language, are difficult to clarify. Japanese is an independent language containing elements from Siberia and the North, from South-East Asia, and from the South Pacific; the origins and development of both Japanese culture and the Japanese way of thinking are equally unclear.

Origins of Japanese Culture



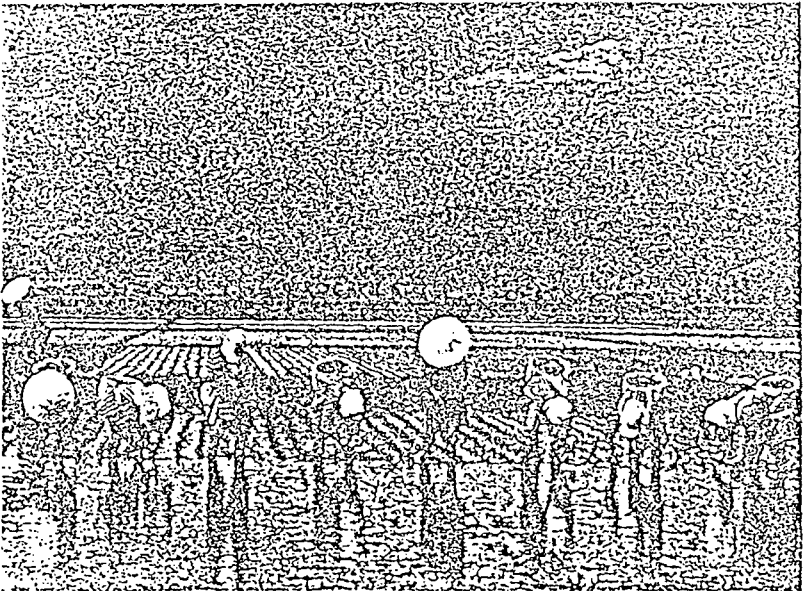
However, there are many points of ecological similarity in the belt of glossy-leaved vegetation stretching from Nepal and the southern reaches of the Himalayas in Northern India through Burma, Thailand, Vietnam, Laos, and Southern China (especially Yunnan) to Japan, and it is certain that the cultures of these regions are basically the same. For example, practices such as tea-growing, the making of lacquerware and sushi and the use of *kōji* (malted rice) to make rice vinegar are particular to these regions and exist in Japan also, suggesting strong connections between Japan and these other areas from prehistoric times. The rice-growing culture of Southern China also came to Japan from South-East Asia in ancient times, and this was overlaid by the strong influences of the two great cultures associated with Confucianism, which came directly from China, and Buddhism, which arrived in Japan via China. Together with Western culture from the 19th century onwards, these influences have helped to shape present-day Japan.

These influences, together with the fact that early Japan was an agricultural nation based on rice-farming, created a tradition in which the virtues of saving, thrift and hard work were highly valued. Also, since rice-growing is easily affected by slight changes in the climate, there has always been a strong tradition of harmonizing with nature. The Japanese have traditionally emphasized spiritual fulfilment over material riches, and the continuation for so long of a way of thought which follows the natural order of the universe is due in large part to this close relation between man and nature.

Japanese Behaviour

Rice farming relies heavily on irrigation, and it is necessary for families and villages to cooperate and agree on the use of the available water. Japan's two millenia of rice-farming has thus fostered a strong tendency for people to act in groups. Vertical relationships based on age and position are strictly guarded within groups, and group loyalty and a sense of belonging are strongly demanded of the members. This is still clearly accepted in present-day Japanese society; relations between senior and junior members are strictly observed in companies, government organizations, schools and other groups, and the members are expected to show a high degree of loyalty.

In addition to this, rice-farmers are always conscious of how



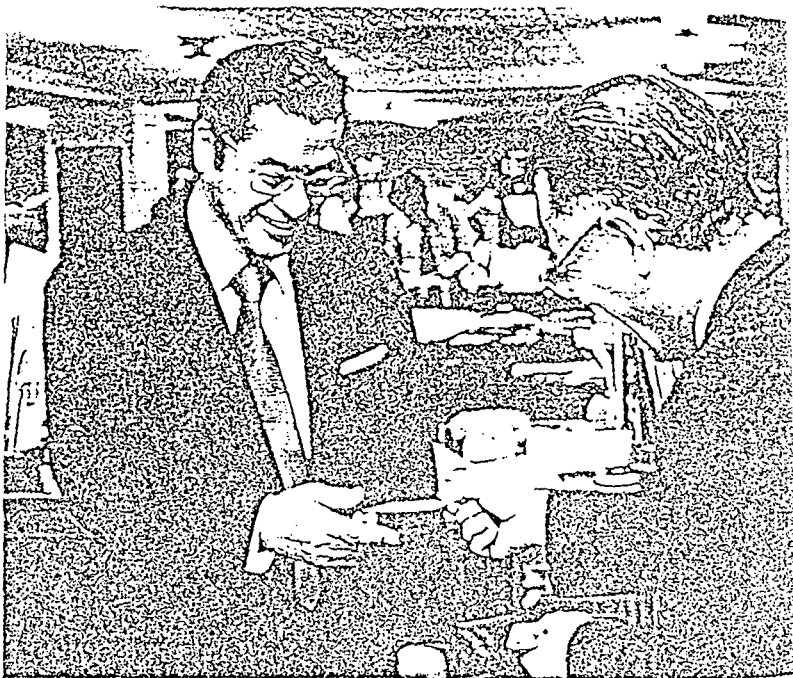
Rice planting

their harvests compare with those of other villages or farms. This has led to a tendency for people to decide their actions on the basis of what other people will think rather than on their own beliefs and ideas. Even in problems requiring logical solutions, actions tend to be governed by consideration of whether others are observing or by whether one will be exposed to ridicule. Max Weber classified Christianity as a logic of internal worth and Confucianism as one of external worth, and the Japanese tend to the latter, placing more importance on a consideration of what others are thinking and doing rather than on what their own consciences tell them.

This way of thinking leads to the classification of people into insiders and outsiders, with the two classes being treated differently, addressed differently, and accorded different amounts of affection. The conflict between *giri* (duty) and *ninjō* (human feelings) applies only to insiders and in no way to outsiders, for which there exist various derogatory expressions such as "*aka no fanin*" (a complete stranger, literally "a red outsider") and "*doko no uma no hone tomo shirenu yatsu*" (a person of unknown antecedents, literally "a horse's bone from who-knows-where").

The term "insider" refers first to one's immediate family and relatives, and then to people from one's home town, fellow students, people in the same line of business, members of the same club or association, people with a common interest, and other groups. People thus belong to various different groups and act in exclusive ways with regard to members of other groups.

Taken to its extreme, the Japanese as a whole can be said to regard themselves as insiders and other nations as outsiders, often leading to conduct which prevents them from a true acceptance of non-Japanese.



Exchanging of business cards

Human Relationships

Because of the division of people into insiders and outsiders and the strong intra-group vertical relationships existing in Japanese society, the Japanese do not often reveal their own personal opinions when talking with people from outside their particular group. In business discussions, it is more common to

hear expressions such as "Our company feels that...", rather than "I feel that...". When negotiating with people from another company, it is usual to address them by the name of their company rather than by their own names, using expressions such as "How does Mitsubishi feel about this?" or "Marubeni and our company differ on this point".

Society also regards it as important to consider another person's standpoint and try to avoid hurting his or her feelings, rather than expressing one's own opinion forthrightly.

Within a particular group, the members often expect understanding or favours from each other over and above the call of duty or normal custom. This is a form of *amae*, or dependency, and it can lead to a kind of collusion in which the group members present an official position (*tatemaë*) to outsiders, and only reveal their true intentions (*honne*) to other members of the group.

One purpose of exchanging business cards, so popular among the Japanese, is to enable people meeting each other for the first time to establish the correct distance that should exist between them. If they belong to the same company or group, they can then decide how to treat each other in the context of their relative positions within the group; and if they belong to different groups, they can decide how far to go in preserving their *tatemaë* or revealing their *honne*. Because of this, people often pay more attention to the name of the person's organization and his or her position within it than to his or her actual name.

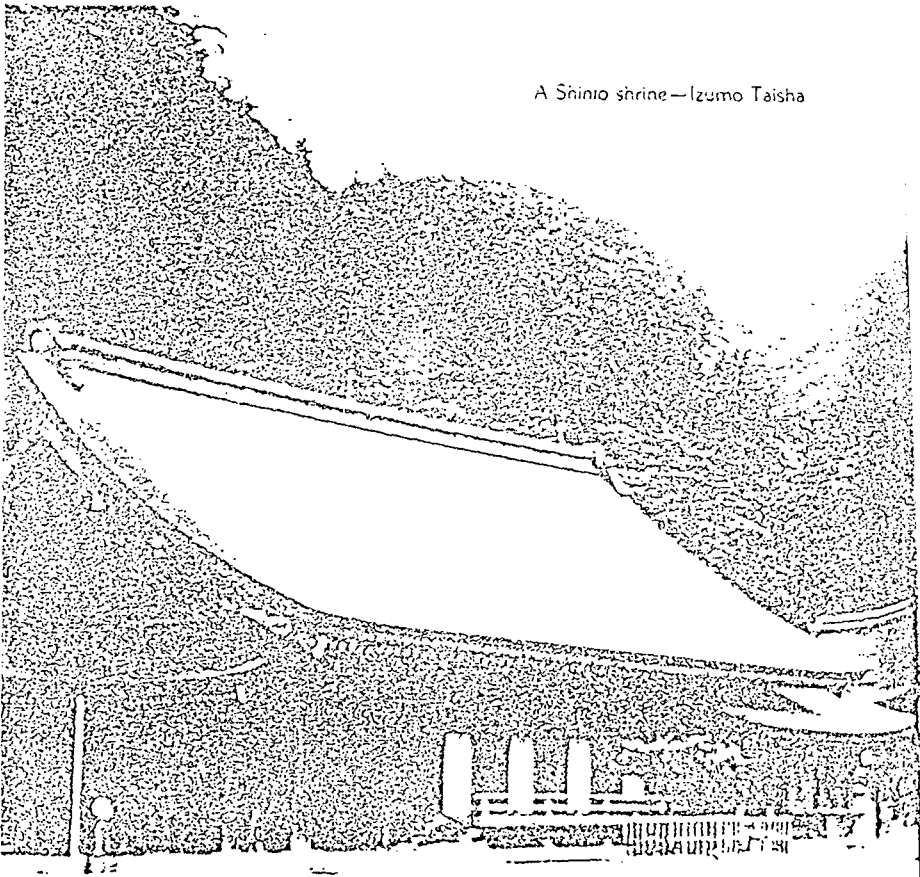
Any exclusivity that the Japanese express towards non-Japanese can probably be thought of as arising from the inner workings of this mentality of dividing people into insiders (*uchi*) and outsiders (*soto*).

Religion and the Japanese

Japan is not a monotheistic society and is broadminded towards religion. It is not unusual for a newly-married couple to report their wedding to their ancestors at the family's Buddhist altar, have a Christian wedding ceremony, and go on a tour of Shinto shrines and Buddhist temples during their honeymoon. At New Year, many people visit Shinto shrines to pray; in August they dance at the Bon festival, a Buddhist festival to the spirits of the dead; and in December they attend Christmas parties. These customs form a part of people's lives in spite of the different religions on which they are based, and are practised without any feeling of inconsistency.

Japan's indigenous religion, Shinto, was never an exclusive

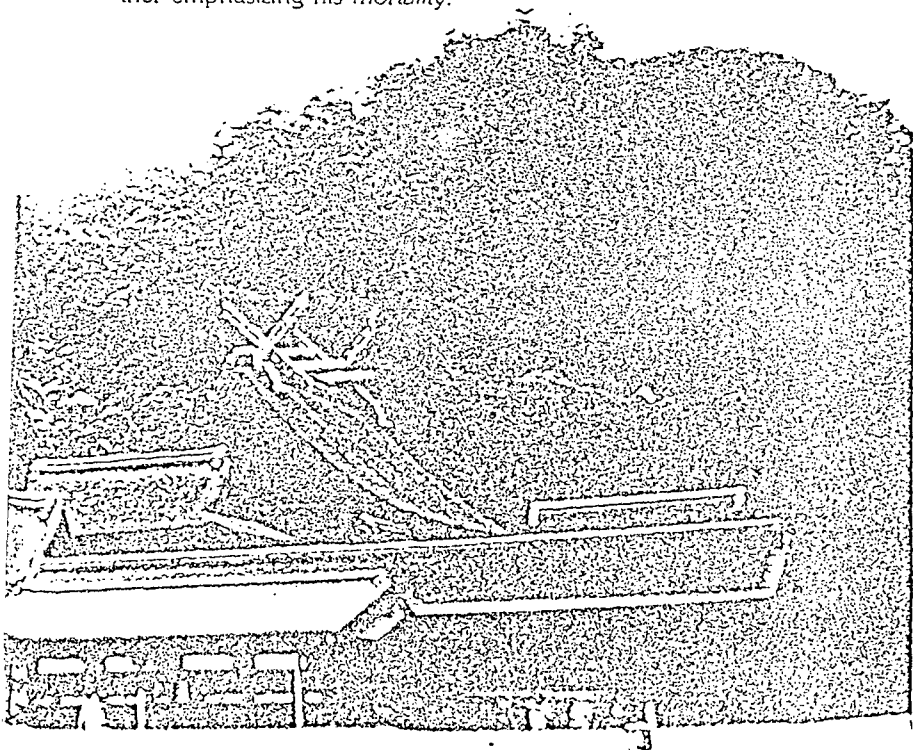
A Shinto shrine—Izumo Taisha



or intolerant religion, and the introduction of Buddhism and Confucianism, and Catholicism later in the seventeenth century, caused little friction. There is relatively little martyrdom in Japan's religious history, and there has been relatively little religious strife.

Two other features of Japanese religion are the fact that marriage between members of different religions can be freely entered into, and that religion is not generally taught in schools. There are almost no religiously-oriented authors, critics or commentators. Many annual ceremonies, festivals and customs are based on religion, but most people participate in them more as a form of recreation than as a religious exercise.

After the Meiji Restoration, Japanese religious feelings were diverted to Emperor-worship and were used to stir up nationalism. At the end of the Second World War, however, the Emperor himself denied his own divinity and the Constitution established him merely as a symbol of the Japanese people, further emphasizing his mortality.



① 複雑な多神教国

日本人の宗教心は、世界の宗教の中でも最も複雑なもの1つであることは間違いない。よく言われるのが、「正月には神社に初もうでに行き、春秋の彼岸には寺に墓参りし、クリスマスには家でケーキを食べ、子供にプレゼントする」という年中行事や、「七五三で神社にお参りし、結婚式は教会で挙げ、葬式はお寺で」という通過儀礼における宗教の多様性である。

ふつう、多神教と言った場合は、1つの宗教が多数の神を拜っていることを指すが、日本の場合は、それぞれ体系化された多神教である仏教や神道があり、日本人の大部分はその両方の信徒で家には神棚も仏壇もある上、時にはさらに、他の新宗教の信徒であることもありうる。加えて、お稲荷さん、道祖神といったアニミズムやシャーマニズムに近い神にも抵抗なく手を合わせる。自動車を買えばおはらいをしてもいい、超近代的な工場のロボットに人名をつけて擬人化した扱いをするのなども、アニミズム的信仰の要れと雷ってよさそうだ。

これを裏付けるのは、文化庁が編纂している「宗教年鑑」である。1984年版によれば、日本の宗教人口は2億2000万人。このときの総人口が約1億2000万人なので、日本人すべてがほぼ2つずつの宗教の信徒となっていることになる。ところが、1982年のNHKの調査によると、「あなたご自身は、何か宗教を信仰していますか」との問いに、「信仰を持っている」と答えたのは33%だけで、「信仰を持っていない」が65%であった。

② 根底にある利益求心

このように、ある宗教に対する明確な信仰心は持たないが、心積として、あるいは基本的感覚として存在するのが日本人の宗教心と云えそうだ。その根本にあるのが、やはり、日本人の自然観に基づく現実肯定の宗教的表現である、現世利益を求める心である。日本固有の民族信仰である神道はもともと豊作や部族社会の安全を祈る祈禱神であり、インドで発生したときには自らの救いを得る宗教であった仏教も、日本伝来とともに祈禱する宗教となった。

こうして日本では、宗教は商売繁盛、家内安全、受験合格、安産に至るまで、多種多様な現世利益を祈る場となり、宗教法人の経済的益益もそこにある。「苦しいときの神頼み」「いわしの頭も信心から」のことわざが、日本人の宗教心の現世利益という特色を物語っている。

Japanese Religion

■ Overlapping Religions

Japanese beliefs are probably among the most complicated in the world because of the openness to all religions, as exemplified by the visits to Shinto shrines at New Year's,* trips to Buddhist temples in the spring and fall* to visit the family grave, and the modern custom of a cake and presents at Christmas. The *Shichi-go-san* celebration entails a trip to the local Shinto shrine, weddings are often held in Christian churches, and funerals are most often Buddhist.

Polytheism usually refers to a religion with many gods, but Japan doubles this by having many religions each of which may have many gods. It is not uncommon for a Japanese family to have both Shinto and Buddhist alters even though its members believe in yet a third faith. Many Japanese also feel a close affinity to Inari,* once an agrarian deity but now popular throughout Japan as an all-purpose god, and the *dōsojin** on the edges of villages to protect villagers. The same person who has a Shinto priest perform purification rites for his new car may also work in an ultra-modern factory where he animistically gives the robots both nicknames and a measure of affection and respect.

Statistics substantiate the evidence of Japanese culture's polytheistic quality. According to the Agency for Cultural Affairs' *Religion Yearbook*, Japan had a religious population of 220 million in 1984—nearly double the actual population of 120 million. In response to a survey done by the Japan Broadcasting Company in 1982, however, only 33% of those queried said that they had a religious affiliation, and 65% said that they had no religion.

☞ Here-and-now Orientation

While the Japanese tend to avoid identifying with any single religious doctrine, they do have an inherent reverence for all things, a reverence that stems from their strongly-rooted, nearly mystical affinity with nature and quest for this-worldly rewards. Shinto, Japan's indigenous religion, was originally a means of supplicating the gods for aid in agricultural endeavors and for protection at the tribal level. Buddhism, which started out preaching good works to attain salvation, was transformed in Japan to a religion of supplication.

In Japan religion is a tool for petitioning for business profits, the safety of the household, success on school entrance exams, painless childbirth, and numerous other concrete rewards now. It is this faith in the power and influence of the gods in this world which is the source of the secular affluence of many of Japan's institutionalized religious organizations. Common expressions such as *kurushii toki no kami danomi* (turning to religion in times of distress) and *iwashi no atama mo shinjin kara* (even the basest thing is sacred) further reveal the Japanese view of religion as a source of this-worldly benefits.

Japanese has for a long time been considered a difficult language, but if teaching materials and methods are properly developed, there should be no reason why it should be more difficult for a non-Japanese to learn Japanese than for a Japanese to learn English.

Although Japanese does have a large number of words for "I" and "You", and complex honorific forms, the sound system is far simpler and easier to learn than those of many other languages. It is also simple in terms of grammatical points such as tenses and verb conjugation. Since it takes only a matter of weeks to learn the basic minimum required for shopping or travelling, Japanese cannot really be said to be a difficult language.

Characteristics of Present-Day Japanese Culture

Consumerism and Popular Culture

Consumerism in Japan used to be limited to the Imperial Court, the aristocracy, feudal lords and rich merchants, but it started to become more widespread as Japan became modernized. During the years of rapid economic growth, Japan became a true consumer economy.

The Japanese have always highly valued the traditional Confucian and Buddhist virtues of diligence, thrift and saving, and they still tend to save a high proportion of their income. Their sense of thrift has weakened, however, and their consumption

Harajuku—place for youngsters



of clothing and food has increased dramatically in recent years. The housing problem has yet to be solved, and the amount of living space available per person is still small when considered in relation to the country's degree of economic development. Sewer and mains drainage facilities lag behind other areas of development, and towns and cities are still disfigured by multitudes of unsightly electricity poles. Many roads are narrow, and traffic congestion is bad. In contrast to this, the proportion of people owning video tape recorders, colour televisions, refrigerators, washing machines and other such products is one of the highest in the world, and the number of telephones in relation to the total population is second only to that of the U.S.A. Daily life is therefore highly modernized, but there is still much room for improvement in facilities such as public parks.

Nevertheless, sports, music, travel, fashion and good food are being enjoyed by more and more people, and the expenditure of leisure time and money on these is increasing rapidly.

One interesting feature of Japanese consumerism and

Ownership Rate of Consumer Durables, etc. by Japanese Households

Refrigerators	Colour TV Sets	Electric	Vacuum
1960 81.1%	1960 26.3%	Washing Machines	Cleaners
1983 99.0%	1983 98.0%	1960 91.6%	1960 63.3%
(116.5)	(153.6)	1983 98.2%	1983 95.8%
		(105.1)	(112.7)
Video Tape	Microwave	Telephones	Stereo Sets
Recorders	Ovens	1960 —	1960 31.2%
1960 —	1960 2.1%	1985 38%	1983 59.0%
1983 11.8%	1983 37.2%		(63.8)
(12.3)	(37.5)		
Passenger		Room	
Cars		Air Conditioners	
1960 —		1960 5.9%	
1986 67.4%		1983 49.6%	
(84.5)		(73.0)	

Note 1) Figures in () indicate the numbers of holdings per 100 households in 1983.

2) Figure for telephones indicates the number of holdings per 100 persons.

3) Figures for passenger cars are based on 1986.

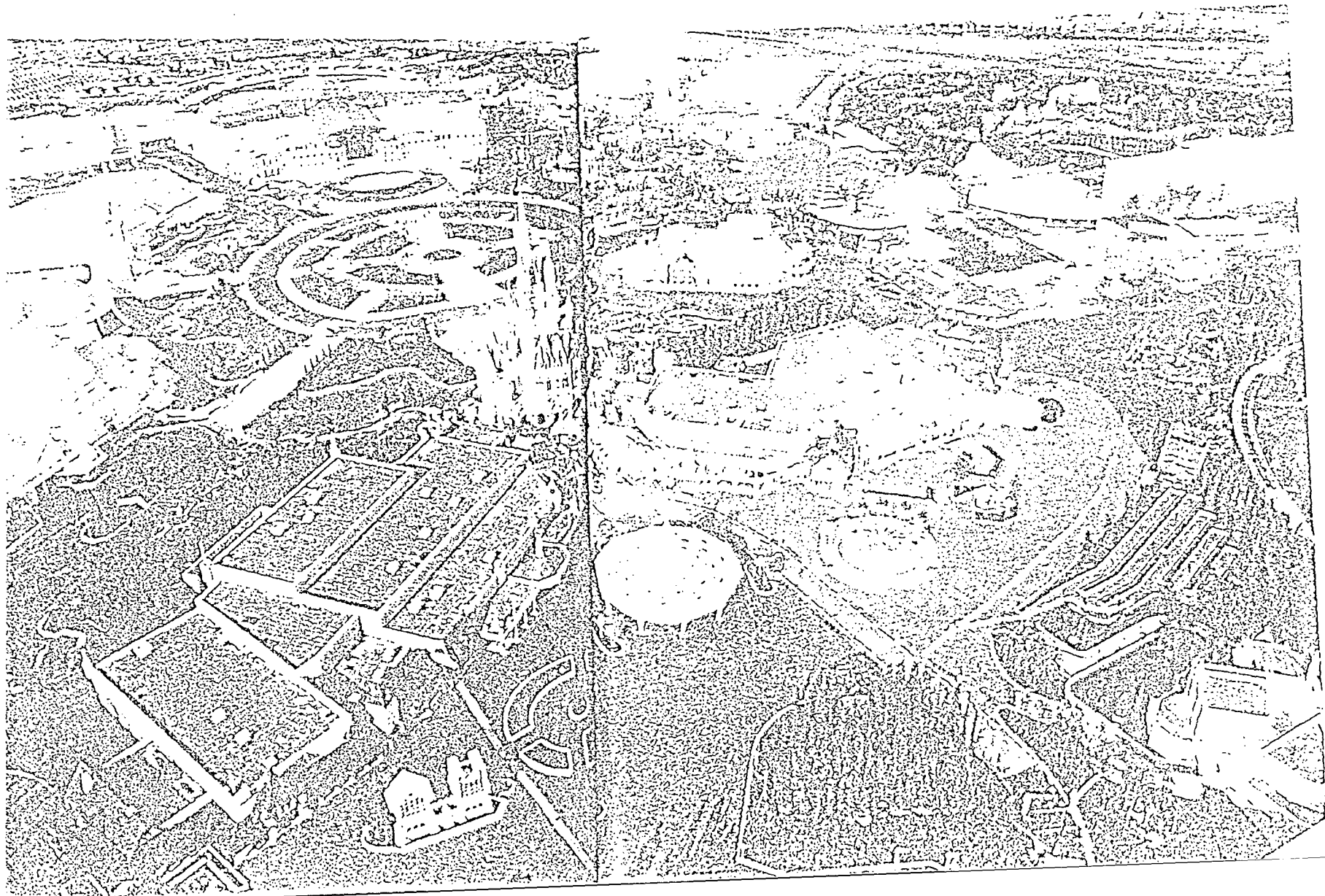
popular culture is their classlessness. Because of the success Japan has had in levelling out incomes and achieving a comparatively fair distribution of wealth, there is no class distinction associated with sports as diverse as golf and bowling; and people from all positions and walks of life are numbered among the fans of professional wrestling. Luxury cars like Rolls-Royces, Jaguars and Mercedes-Benzes are not manufactured; very few people own luxury yachts, even though Japan is the world's top ship-building nation; and only a handful of people own their own private planes. There is also no sense of class distinction in pastimes such as pachinko and mah-jongg.

Everyone also enjoys the same kind of food and drink, regardless of social position or income. It is almost impossible to judge people's social status from the food and drink they consume or the restaurants they attend, except at a very few high-class traditional Japanese restaurants which are barred to the ordinary person. The same applies to clothes, since even labourers possess suits and formal wear, and although both men's and women's fashions are highly developed, they are available to all.

Another feature of popular culture is the tendency to act in groups. Most Japanese who go abroad on holiday do so as part of a group, and most people pass their leisure hours in group pastimes ranging from karaoke to mah-jongg. The number of people who like to do things as part of a group rather than on their own is extremely large, whether it is parents taking their children to an amusement park, junior high school students on a school trip, or university students and company employees at camps for sports, drama or other activities. The greater number of radios and televisions in Japan than in many other countries also probably reflects the high group consciousness of the Japanese.

In 1937, only 37% of people surveyed thought that their lifestyles were middle middle-class, but this figure had increased to 61% by 1973. The proportion of people who now consider their lifestyles to be middle-class, including upper middle and lower middle, is now more than 90%. It is probably true to say that both the mentality and the lifestyle of the Japanese have become middle-class.

Tokyo Disneyland



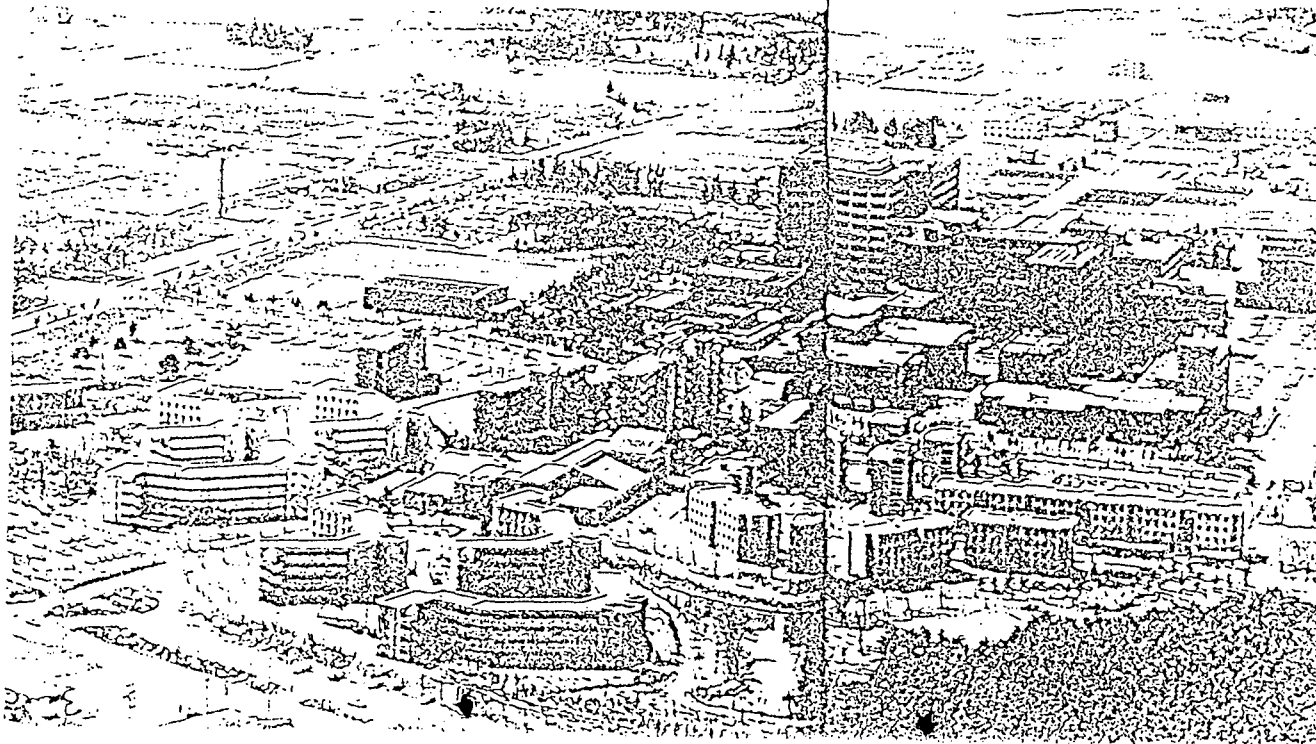
The Japanese Education System

A modern education system was established in Japan after the Meiji Restoration, and a tradition of compulsory education and higher education was built up in the succeeding years. However, the system was changed after the Second World War to one based on the American system, with compulsory education divided into six years of elementary school and three years of junior high school, followed by non-compulsory higher education consisting of three years of senior high school, four years of undergraduate study, and postgraduate study. In addition to the four-year university degree courses, there are six-year dental and medical degree courses, two-year courses at colleges of further education, and five-year courses at technical colleges. Students enter the last of these after graduating from junior high school. Currently there are 460 universities, 543 junior colleges and 62 higher technical schools. In total the number of students who are enrolled in institutions of higher learning number 2.2 million.

At most universities, the first two years consist of general studies and the final two years of specialist studies. Law, management and similar courses are taught at the undergraduate level rather than in postgraduate schools. Most graduates of four-year degree courses leave university and find jobs as civil servants, company employees, or schoolteachers, while those who want to become academics, educationalists, etc. go on to postgraduate schools. Postgraduate courses are divided into Masters' courses and Doctors' courses, and students taking a Doctor's course obtain their doctorates by submitting a thesis at the end of the course.

Prospective doctors and dentists have to qualify by passing a national examination before they are allowed to practise. Other national examinations are held for lawyers, civil servants and other professions, but an ordinary degree is sufficient for those wishing to join a company after graduating.

The level of Japanese compulsory education is high, and since almost everybody passed through the system, the illiteracy rate is practically zero. In 1982 enrollment of Japanese children



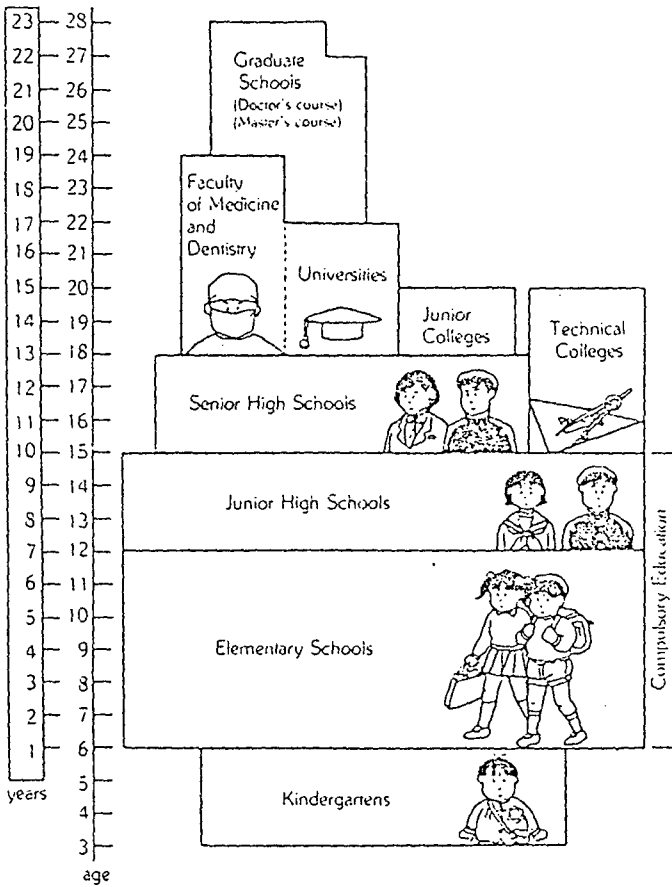
Campus of Tsukuba University

in elementary and middle schools was 100 percent, in high schools, 94.2 percent, and in institutions of higher learning, 36.3 percent. Also, since there is almost no discrimination on the basis of class or family wealth, a great deal of importance is placed on people's academic records. Since graduation from one of the top universities means almost automatic advancement into the higher echelons of society, the competition to get into good schools is extremely fierce. To help their children pass the entrance examinations, many parents send them to private cramming schools for extra tuition. Many families also arrange correspondence courses or private tutors for their children. Families with children spend a very large proportion of their household budgets on this kind of education.

Candidates who fail at their first attempt to get into the university of their choice often go to special preparatory schools for one or two years until they pass the exam. Preparatory schools with a good record of getting their students through the entrance examinations to the top universities are much in demand, and the entrance examinations to these schools themselves have become very difficult.

To get into a good senior high school, it is necessary to graduate from a good junior high school, so the competitiveness of the educational system extends right down to kindergarten. Young parents are very involved in their children's education, and it has even become a status symbol for them to get their children into good schools.

School Education System in Japan



◎よく働く日本人

日本人は非常によく働くという評価は、日本の経済発展とともに今では国際的にも定着している。ただ、そうした評価の裏に日本に対する羨望と嫉妬が潜んでいることは、例えば日本の経済活動に対して「エコノミック・アニマル」と称していることでもわかる。しかし、日本人からすると、欧米の評価にはどこか認識の誤りがあるようだ。

日本人にとって働くということは、必ずしも利益を求めることが第一義的な目的ではなく、働くという行為そのものに価値を見いだしているという説がある。評論家の山本七平氏によれば、日本人の勤労というのは、すなわち仏教で言う成仏するための修業であり、経済的利益は宗教的に動機づけられた、つまり、私欲のない労働の結果とされる。このような、結果としての利益は是認されると考えていると言うのである。現在の企業活動においても、この勤労に対する精神は生き続けており、それが、日本人が非常によく働くことの解答でもある。したがって、経済報酬は労働(時間)に対する対価であるという欧米的な勤労意識とは、その精神においてだいぶ異なることになる。この違いが、一方では契約社会に基づく企業経営を創出し、一方では独特のいわゆる日本の経営を生み出したと言う。

◎変わりつつある労働観

しかし、最近では仕事に対する考え方もだいぶ変化している。基本的に労働に対する価値を依然認めてはいるものの、意欲の点になるとかなり減少してきている。その背景としては、1つに労働の目的の喪失がある。低成長時代になり、いくら働いたからといって収入は増えない。高齢化により、ポスト不足で出世も期待できない状況で、具体的な目標が立てにくい。

また一方、経済的に一応豊かになるとともに、価値観の多様化が進み、特に若い世代に働くこと以外の価値を認める傾向が強くなりつつある。そして、OA化やロボット化などが進むにつれ、熟練技術が単純労働に取って代わられたり、労働時間の短縮、余暇の増大などにより、従来の勤労そのものの条件も変わってくる。このことは、しだいに労働観の変化をもたらさだろうし、それにつれて当然勤労意識というのも変わると思われる。少なくとも、今までのような企業中心的な勤労意識というのは確実に減退していくであろう。

The Japanese Work Ethic

➤ Hard-working Japanese

As the Japanese economy has grown stronger, the Japanese people have come to be known the world over as hard workers. However, this perception of Japan often includes negative elements, including the view that Japanese are simply "economic animals" pursuing profit above all else. Yet for their part, the Japanese feel that Western perceptions are distorted by misunderstanding about a number of aspects of life in Japan.

To begin with, the zeal with which Japanese pursue their work is based not so much on the profit motive as it is on the value of working. The distinguished social commentator Yamamoto Shichihei,* for example, traces the Japanese work ethic to Japan's strong Buddhist tradition. As Yamamoto explains it, the act of working is subconsciously accepted as a spiritual discipline, and Buddhahood, not economic gain, is the prize to be gained through selfless devotion to one's work. Even today, this orientation lives on in Japanese companies, and this is a major reason why Japanese work so hard. As such, the Japanese work ethic differs radically from the modern European attitude that work is basically an exchange of labor (time) for money and that neither the work nor the act of working has any inherent value. This difference is also seen as a major cause of the differences between business management in the contractual West and what might be called the distinctively Japanese-style management.

➤ Changing Attitudes

However, the Japanese work ethic has been undergoing significant change in recent years. While work is still held in high esteem, there has been considerable erosion on the motivation side. This is partly because the goals have become more elusive. In today's slow-growth climate, extra work is not always rewarded by a higher income, and the graying of the Japanese population is creating a shortage of upper-management posts.

In addition, as the Japanese have attained a relatively high level of material affluence, their values have become more individualized, and many people—particularly young people—are placing a greater emphasis on personal-interest activities outside of their work. As tomorrow's increasingly sophisticated office and factory automation technologies change work conditions and make routine jobs out of tasks which formerly required skilled expertise, there will likely be a significant shortening of the work week and the creation of more leisure time, gradually changing the way work is perceived. This will naturally have an impact on people's motivation. At the very least, there will be less of the company-oriented work ethic that has been so pervasive until now.

●集團の重視

E. O. ライシャワーは「ザ・ジャパニーズ」の中で、日本人と欧米人とのいちばん顕著な違いを、日本人の集團重視に見ている。日本人といえどもこの見方に異論はないだろう。

確かに日本人の集團重視は過去、第2次世界大戦における玉碎や集團自決の悲劇、一億一心のスローガン、また今日、企業経営、サラリーマン社会などにおける集團の和の重視、果ては学校の生徒の制服に至るまで、広く深く根を張っている。「出る釘は打たれる」ということわざは日本人の処生術を端的に表しているし、集團に異を唱えたり、背を向けた者には「村八分」という処罰があった。例外はむろんあるが、日本の社会は個性の主張より、集團あっての個、個は集團にあって生かされると了解してきたと書える。

●集團主義の形成

集團主義の成立は、日本の歴史的背景と無縁ではない。第1に、はるか弥生時代に始まる稲作文化の影響がある。農村では今日もなお、田植えや稲刈り期には近隣どうしが助け合い、共同作業を行う習慣が一部に残っている。狩猟文化と異なり、そこでは集團作業と共同秩序とが必要であり、生活共同体なのである。儒教思想の影響も無視できない。忠孝を重んずるその道徳は江戸時代以降特に広まり、「家」制度にもつながった。家長は絶対の権限をもち、家族は「家」に従わねばならず、武士階級にあっては一朝事あれば御家断絶と、連帯責任を取らされた。

狭い国土に多くの人口ということも有力な一因だろう。朝晩の通勤電車の殺人的ラッシュは外国人のしばしば遭遇するところだが、当の日本人は苦受せざるを得ないし、そこから集團の調和という社会生活の知恵を身に付けるのである。住宅事情しかり。学校教育しかり。

●集團主義の功罪

集團主義には当然ながらプラス、マイナスの両面がある。戦前の無批判な軍國主義化は後者であろうし、戦後の高度経済成長の原動力となったニッポン式経営は、たとえ一部にエコノミック・アニマルと批判を浴びても、全体的にはプラスの集團主義であり、外国から「日本に学べ」の声も出るわけである。しかし、当の日本ではこれとは逆に個性化、多様化への志向が年々強まっており、集團主義を日本人の永久不変の特性とする見方が見直される時代も来るかもしれない。

Groupism

➤ Perceptions of the Group

Edwin O. Reischauer writes in his book *The Japanese* that Japanese groupism and Western individualism mark one of the most conspicuous differences between Japanese and Westerners. Very few Japanese would disagree.

In the past, Japanese group spirit was alarmingly evident in the gung-ho zeal of World War II, the mass suicides, and slogans such as *ichioku isshin* (a nation united); and today it is still broadly and deeply entrenched not only in the blue-suit world of the office worker but also in the school-uniform world of children. The pressure to conform is described by a Japanese saying that "The nail that sticks out gets pounded down," and the ultimate punishment of *murahachibu* ostracism that awaits non-conformists. It can generally be said that the group defines the individual in Japanese society, and the individual is only significant in so far as he or she represents the group.

➤ Historical Roots

Japanese groupism's earliest traces can be found in the rice-farming civilization of the Yayoi period when rice cultivation required group effort. Even today, neighbors in many villages work together in planting and harvesting their crops. Unlike nomadic societies, agrarian cultures demand communal cooperation, discipline, and a sense of shared fate. Japanese groupism was also shaped by the nation's Confucian heritage. Confucian morality stressing filial piety became widespread in the Edo period as an integral part of the household system that made the home the basic unit of society. Under this system, the head of the house's authority was absolute, a person's status was based upon his household's, and all household members were collectively responsible for each other's actions, meaning that all could be punished for a serious offense by any.

Another fact that has helped shape Japanese groupism is that so many people live together on so little land. Foreign visitors stare in disbelief at the crowds who jam the commuter trains morning and evening, yet the Japanese put up with these conditions (at home and at school as well) because they know that harmony is the only choice.

➤ Pros and Cons

Naturally, Japanese groupism has its positive and negative sides. On the negative side, it is reminiscent of the earlier blind obedience to the military, but on the positive side group unity has contributed to the nation's phenomenal postwar economic growth, which, despite its "economic animal" aspects, is drawing positive comment from people interested in learning from Japan. In recent years, however, Japanese have turned increasingly to individualism, and the idea of Japan as a monolithic group is coming up for reexamination.

まとまった休暇がのったにとれない多くの日本人にとって、大半の職場が休みになる正月は、一年中でいちばんのんびりする期間である。日ごろ世話になっている知人、仕事の得意先への年始回りなど、まるきり仕事抜きというわけにもいかないが、それでも、こたつを囲んでおとそを飲みながらテレビの正月番組を見たり、いつもは通勤時間の少ない子供たちと母親の対話をして過ごせる。

1月5日か7日くらいから仕事が始まるが、2月初のぐらまでは付き合いを大事にする日本社会の慣例として、職場の同僚や知人との新年会に忙殺されて、正月気分がなかなか抜けない。その期間を過ぎると、今度は4月まで落ちつかない季節が続く。というのも、職場や学校などの新年度が始まるのが4月だからで、自分自身の職場での人事異動がどうなるか、転勤はないか、子供がいる場合は子供たちの進・入学、就職は大丈夫かと、何かと心配事が多くなる。

どうにか新しい生活のペースに慣れるのが5月ごろ。一思ついたところで、6月半ば過ぎから7月にかけて、夏のボーナスが支給される。住宅ローンを払ったり貯蓄に回した残りで、自分の欲しかったゴルフクラブなどを買い、妻や子供たちにも何か買ってやるのが、日ごろ、富仕えの身のサラリーマンにとってはききやかな楽しみである。

7月下旬から約1か月間、子供たちは学校が夏休みに入る。父親もその間に1週間ぐらいの夏休みをとるのが普通。日ごろ働きづめの父親としては家でゆっくりくつろぎたいところだが、旅行やドライブなどの家庭サービスでふだんの日より疲れてしまうか、逆に妻や子供たちだけ主婦りや旅行に出し、父親は「にわかやもめ」で留守番というケースが多い。夏休みとは言えゆっくり憩えないのがつらいところだ。

気候が穏やかな秋は行楽シーズン。職場の運動会などに家族そろって参加して体を動かしたり、紅葉を求めてドライブやハイキングに行く家庭が多い。

12月に入ると、夫は年末の休みに入る。27、8日まで仕事納めに追われ、妻は大掃除や正月準備であわただしく過ごす。12月31日の大みそかには、家族そろって年越しそばを食べながら、NHKの年末恒例番組「紅白歌合戦」などを見て、新年を迎える。

The Japanese Year

Largely unable to take any long vacations at other times of the year, most Japanese look forward to the New Year's holidays when most of the population is on vacation. Although not completely business-free, since it is a time for courtesy calls on the boss, good customers, and other people who have helped him during the year, this is a rare opportunity for the businessman to relax with his family, sitting around the *kotatsu*, sipping sweet sake,* watching the television specials, and talking leisurely with his children in a welcome change from the hectic pace of the rest of the year.

Work resumes about half a dozen days into January, yet the emphasis on congeniality means that the month is filled with new year's parties with friends and co-workers, and it is hard to get over the holiday spirit. Once these parties are over, a period of anxiety sets in from February to April. Because the business and school years start in April, people worry about personnel shifts and possible transfers at work and, if they have children, about whether or not the children will get into the school of their choice or find a good job after graduation.

It is not until May or so that people are able to settle down in the new year's routine. Soon afterward, in late June or early July, it is time for the summer bonus. This is a real treat for the beleaguered employee, enabling him to make another large payment on the mortgage, to put a little money aside for a rainy day, and perhaps even to buy that new set of golf clubs that he wanted or to get something for the wife and kids.

Summer vacation for the children starts near the end of July and lasts about one month, and it is common for the man of the house to take a week off during this period. Although father would like to putter around the house and just do nothing for a change, the rest of the family wants to travel, and father often ends up more tired from vacation than from his normal work routine—that is, if he does not stay at home and bachelor while his wife takes the children to visit their grandparents.* It is a sad state of affairs when people cannot relax on their summer vacations.

The temperate fall is a season for enjoying outings. There are company field days with the whole family taking part in sports events, hikes or drives in the country to see the autumn foliage, and more.

Come December, and father wraps up the year's work* on the 27th or 28th, when his year-end vacation starts. Mother, of course, is busy with the year-end cleaning and many preparations for the New Year's holidays. On New Year's eve, the whole family joins together in eating *toshikoshi-soba*,* watching NHK's *Kōhaku Uta-gassen* and other special programs, and welcoming in the new year.

人生80年、男は27、8歳、女は24、5歳で結婚し、結婚して2、3年の間に子供を1人か2人つくり、子供が成長して結婚するのが男女とも50代後半。60歳か65歳ぐらいで夫は仕事をやめ、その後は夫婦だけの老後を送る——というのが、現代の日本人のおおまかなライフサイクルである。

1950年代後半以降の高度経済成長時代には、諸外国から「エコノミック・アニマル」と評されたように、仕事に打ち込むためにはある程度、家庭を犠牲にしてもかまわないと考える「モーレツ型」がサラリーマンの主流だったが、現在では豊かで楽しい家庭を築くのに働きたいとする「マイホーム型」が70%を占めている(日本リクルートセンターが1984年に実施した「新入社員は何を考えているか」の調査結果)。

●子供中心の一生

その家庭での中心は、やはり子供である。3歳と5歳の男の子、3歳と7歳の女の子の祝いである11月15日の七五三のほかにも、毎年、3月3日の桃の節句には女の子の、5月5日の端午の節句には男の子の、無事な成長を祈って祝う。6、7歳で子供が小学校に入学すると、今度は教育が親の最大の関心事になる。日本の教育は6・3・3・4制で、小学校6年間、中学校3年間が義務教育である。その上の高校への進学率は94%、大学へも3人に1人の割合で進学している。こういう高学歴社会を反映して、多くの親は子供を少しでもいい学校へ入れようと、子供が小・中学生のころから塾通いをさせる。高校・大学の受験に失敗すると1、2年は予備校にも通わせる。したがって、教育費捻出は親にとっては頭の痛い問題になっている。

子供が20歳になって成人式を終えると、一応、親の責任を果たしたことになるが、アメリカなどと違って、日本の大学生は授業料も生活費も親がかり。結婚式の費用まで親に頼っている若者が少なくない現状だから、親が子供から解放されるのは、就職・結婚を経て、子供も自分の家庭を持ったときということになろう。気がついてみると、夫はもう定年が目の前。子供たちは自分の生活をエンジョイするばかりで、あまり親のことを類みない。そのうち定年がやってくる。どこかで寂しさを感じながらも、ようやく夫婦2人して、趣味に生きがいを見いだしたり、旅行を楽しんだりして静かに余生を生きるというのが、日本人の一生である。

The Japanese Life Cycle

The average lifespan of the Japanese is nearly 80 years. Men usually marry around 27-8 and women 24-5 years of age. After two or three years of marriage, the typical Japanese couple has one or two children. By the time their children are out of the nest, Japanese parents are in their late 50s. With the husband generally retiring at 60-65, the elderly couple spend their remaining years enjoying life together and visiting their children from time to time.

During the rapid economic growth from the late 1950s through the early 1970s, when Japanese were referred to as economic animals, the typical employee devoted himself enthusiastically to his work, often at the expense of family life. Today, however, (according to a 1984 survey by Nippon Recruit) 70% of Japanese employees put their primary emphasis on home and family.

● Focus on Children

The Japanese family revolves around its children. Ancient festivals to pray for the children's sound development are still celebrated today: *Shichi-go-san* (7-5-3) on November 15 for boys 3 and 5 and girls 3 and 7 years old, the Doll Festival on March 3 for girls, and Children's Day on May 5, traditionally a celebration for boys and now a national holiday for all children. Children start school at age 6-7, at which point education becomes a major concern for Japanese parents. The Japanese school system is divided into six years of elementary education, three of junior high school, three of high school, and four of university. Only the first nine years are compulsory, but 94% of Japanese junior high students go on to high school and one out of three goes to college. In the highly educated Japanese society, parents work to get their children into as good a school as possible. Even as early as elementary school, children are sent to *juku* to prepare for their next-level entrance examinations, and those who do poorly the first time around often spend a year or two boning up at special cram schools. All of this costs money, of course, and education is a major expense for Japanese parents.

While parents are not responsible for their children after they come of age at twenty, most parents continue to pay their children's living expenses and tuition through university, and many Japanese still expect their parents to defray wedding costs. Japanese parents find it difficult to get free of financial responsibility for their children until well after the children have finished their education, found jobs, gotten married, and settled down with their own children. Before they know it, father is near retirement and the children too involved in their own lives to pay much attention to their parents. While post-retirement is a lonely time for some people, they are finally free to concentrate on travel and other hobby interests.

日本における意思決定の方法は、欧米のそれとはかなり異なる。欧米がトップ・ダウンであるのに対し、日本は次のようなボトム・アップ方式で決定がなされている。

④ 集団主義と意思決定者の役割

最終的な意思決定は、意思決定者の責任においてなされるが、最終結論がなされる過程では、決定事項を遂行する関係者全員が参加し、検討し合う。その間、意思決定者はそれぞれ参加者の意見を聞き、最善の結論へと導くとともに、最終的判断を下す。したがって、意思決定者は、参加者の意見を調整し、全員のコンセンサスを得るようにまとめていくことも重要な役割であり、そうした能力を要求される。

こうしたボトム・アップ方式による意思決定では、実行段階で予想されるあらゆる問題の発生に対しても検討が加えられる。つまり、最終的な決定というのは、その目的を達成するための遂行上の問題に対する対応策まで含んだものなのである。こうした意思決定の方法については、確かに決定までに相当の時間を要するという欠点もあるが、結論については最善の選択ができることや、実行段階に移ったときには実行当事者全員が組織的に目的達成に向かって素早く対応できることなど、長所も多い。ただ、全員の検討段階では、依然としてむだも多く、その効率化が叫ばれている。

⑤ 代替案の作成

ボトム・アップによる意思決定では、必ずしも欧米的な、いくつかの選択肢から最通なものを選ぶといったことではない。起案に対する検討やいくつかの案を検討、調整することによって、初めの案とは別の代替案を作成する場合も多い。これも、遂行を含めた最善の方法を取るための当然の結論である。

⑥ 稟議制

ボトム・アップによる意思決定が、経営慣行となったのが、稟議制である。下役が起案した文書を関係各部所に回し、協議し、上司の決断を仰ぐという一連の手続きを言う。この方式は、何人もの目を通るため、安全かつ確実な方法であるが、決定に至るまでに時間がかかること、また、責任の所在があいまいになることなど、批判も多いので、簡単な事務処理についてはかなり改善が進められている。

The Japanese Decision-making Process

The Japanese decision-making process differs from the Western process in that decisions in Japanese organizations are not made from the top down but, as described below, are gradually arrived at from the bottom up.

● Group Identification and the Decision-maker

Although the final formal responsibility for a particular decision may rest with the nominal decision-maker in Japan, the actual decision-making process itself is a cooperative effort with the cooperation of everyone involved in or affected by the decision's implementation. The good decision-maker is one who listens to everyone and leads the group toward a consensus coalescing around the idea with the broadest support. Accordingly, the Japanese decision-maker needs to be skilled not so much in problem-analysis as in people-analysis and negotiating a consensus among differing viewpoints.

This Japanese bottom-up approach to decision-making also includes consideration of all the many problems that might arise in the plan's implementation, and the final plan thus includes contingency thinking taking account of these difficulties to facilitate implementation and fulfillment of the new policy. While this process can be very time-consuming, it does have several distinct advantages, among them that the final choice is widely recognized within the organization as the best one and that everyone involved is already oriented to the decision's smooth implementation. Yet even granting these advantages, it is widely acknowledged in Japan that the decision-making process still needs to be streamlined.

● Drafting Alternatives

The bottom-up decision-making process entails more than just choosing the best of a number of plans. With several competing plans and many variations of each plan under consideration at the same time, the final result is often an amalgam of elements from many different sources. As might be expected, this amalgamation is done to ensure the best possible decision and the smoothest possible implementation.

● The Ringi System

The *ringi* system has become a very common way of making bottom-up decisions in Japanese companies. Basically, this *ringi* system is one in which someone, usually a lower-level manager, writes up a proposal for something and this proposal is then passed up within the organization, people discussing and revising it as they sign on. This system, which makes for safe decisions with input from a broad spectrum of people, is currently being further improved and refined to speed the process up and to more clearly delineate responsibility for the end result.

③ウチとソト

日本を訪れた外国人が朝の通勤ラッシュを見て、まず驚くのは、「日本には、日本人ばかりがこんなに大勢いる」ということであるという。日本人と付き合いとき、複雑な多民族国家ではないことが、さまざまな人間関係や行動の基礎になっていることを忘れてはならない。

ほとんど千数百年も血縁集団を中心とした社会が維持されてきた結果、その社会やグループの中では、わざわざ言葉で言わなくてもむしろき1つで理解しあえるものや、暗黙のうちに前提となっているようなことが多数存在する。それがわかりあえるのがウチ(内)の人間であり、わからない者はソト(外)の人間として、お客様扱いされるのである。

これは外国人に対しても同じで、日本の習慣や風俗を知らない人は、ガイジン(外人)として別格扱いで親切に扱われるが、日本社会に深くコミットする人は変なガイジンと呼ばれる。

④人間主義

欧米で社会の基本は個人主義であるが、日本では“人間主義”であると言う人もいる。独立した人格である個人が作る社会ではなく、常に社会の中で生活する1人として、人と人の間にいることを基本に置いた社会であると言うのである。ある人に意見を聞いても、「みんなはどう言っていますか」と聞き返されることもよくあることだ。

ホンネとタテマエという言葉も日本人の間ではよく使われる。ホンネというのは本音、つまり本当の声であり、タテマエは建前で、表向きの方針である。また、ホンネを個人の論理、タテマエを集団の論理としてとらえることもある。日本人は表向きの方針や集団の論理であるタテマエを優先するが、その奥に本当の声、個人の論理であるホンネが潜んでいることはよくある。

こうした、常に他人や社会を気にしながら生きる日本人の生活の中には、yesでもnoでもない、中間的であいまいな言葉がたいへん多い。「そのうちに」「いずれまた」「考えてみます」「検討してみます」などはいずれもyesでもnoでもない。ある時には上司や関係者の了承をあらかじめ得ておく「根回し」のための仮のyesであったり、ある時にははっきり断ると、相手を傷つけるのではないかとの配慮による婉曲なnoであったりする。ただ、近年では国際的な商習慣を身に着けたビジネスマンも増えたので、yes、noをはっきりさせる方向には向かいつつある。

Getting along with the Japanese

3 Us and Them

Foreign visitors who come to Japan and see the commuter-packed morning rush-hour trains are said to be amazed that there are so many Japanese in Japan. The fact that Japan does have such a high-density homogeneous population governs many of the social customs and personal mannerisms, and makes them different from the way people relate in more heterogeneous societies.

With virtually no major influx of immigrants over the last 1,000-plus years, Japanese society has developed numerous groups each with its own common consciousness and numerous tacit understandings that are reached or conveyed without a word's being said. People who understand are insiders (us) and those who do not are outsiders (them) and treated as company.

The same is true of the reception accorded people from overseas: those who are not attuned to Japanese mores and customs are referred to as *gaijin* (literally outsiders) and treated courteously as company while those who have gotten inside Japanese society and learned the ropes are accepted and called *hen na gaijin* (outsiders who do not act like outsiders).

4 Emphasis on the Group

If the individual is the basic unit of Euroamerican society, it is the group in Japan. This is not a society constituted by autonomous individuals but one made up of people who are constantly interacting with society and constantly aware of this interaction. If you ask a Japanese what he thinks, he is very likely to answer by asking what everybody else thinks.

Two very commonly used words in Japanese are *honne* and *tatemae*. *Honne* is the true sound, or what a person really thinks, and *tatemae* is akin to the official position of the group he represents. Thus some people have characterized *honne* as the individual's voice and *tatemae* as the group's voice. Very often, a Japanese will give precedence to the official or group *tatemae* position, but that does not mean that he has entirely abandoned his personal *honne*.

Because the Japanese is always conscious of what other people and the group are thinking, the language has developed a large hedging vocabulary which is neither yes nor no. Among the most common are "I'll do what I can," "Let me get back to you on that later," "Let me sleep on it," and "I'll have to look into that." Sometimes these mean a tentative yes when someone is doing *nemawashi* to touch all the bases and line up support, and sometimes they are definite negatives phrased in a roundabout way to avoid hurting the other person's feelings. Recently, however, there have been more businessmen with international experience who say yes and no loud and clear.

日本の企業は集団主義と言われるように、人間関係の和を重要視する。そのために、企業内ではフォーマルおよびインフォーマルなさまざまな催し物が行われる。

一般に人生の大半を一つの会社で過ごすために、おのずと付き合いは会社中心となり、こうした人間関係を円滑にすることは、ビジネスマンにとって重要な条件でもある。一方、商売上の付き合いも人間関係が重視され、上下関係に基づく儀礼的あいさつ、あるいは接待、贈り物など、独特の慣習がある。

④ 運動会、忘年会など

多くの会社では、定期的に組織全体、あるいは各セクションごとの行事が行われる。それは、従業員の家族も参加する運動会であったり、社員旅行、転勤者に対する送別会、あるいは歓迎会、年末の忘年会などさまざまである。

このような行事は、日本の全社の家族主義的慣習で、人間関係を緊密にするとともに、組織は運命共同体であるという意識を持たせ、組織の活性化を図るという効果もある。

会社内にはさまざまな同好会がある。スポーツから文学、囲碁、将棋といった趣味の分野に至るまであり、社内の厚生施設を利用し、活動している。こうした活動では労使の区別はなく、経営幹部も一般社員といっしょになって楽しむのが普通である。

⑤ 赤ちょうちん

日常的な付き合いで最もよく利用されるのが、赤ちょうちんと言われる大衆酒場である。就業時間が終わると同僚、もしくは上司たちと連れ立ち、飲みながら雑談するわけだが、インフォーマルな席として日ごろの不満などを言い合うなど、一種のストレス解消の場ともなっている。赤ちょうちんとともにマージャンも終業後の楽しみの一つで、マージャン屋はいつもビジネスマンでいっぱいである。

⑥ ゴルフ

ビジネスマンの付き合いで、欠かせないのがゴルフである。商取引において、日本ではふだんの付き合いが重要とされ、しばしば接待と称して酒席に招待するが、この酒席とともに多いのがゴルフ接待である。そのためビジネスマンは、こぞってゴルフを始める。したがってゴルフは、必ずしも純粋に個人的趣味ではなく、仕事上の利益をも伴っている場合が多いのである。

Socializing

Japanese companies are very harmony-conscious, and this emphasis on people shows up most clearly in their emphasis on good interpersonal relations and the numerous formal and informal social events that most companies sponsor.

Since the Japanese worker spends the greater part of his life with the same company, his friendships tend to be primarily people he knows from work, and being able to get along well with the rest of the people at the office or the factory is an important prerequisite for business success. Socializing is an important aspect of business as the businessman works not only to stay on good terms with his superiors and his subordinates alike but also to woo customers with expense-account entertaining, receptions, and gifts.

➤ Athletic Competitions, Parties, and More

Most Japanese companies sponsor a number of regular company- or section-wide social events, including athletic competitions for employees and their families, employee excursions, farewell parties for people being transferred out and welcoming parties for newcomers, and year-end bashes.

All part of the family-like atmosphere that pervades many Japanese companies, these events are encouraged as a way of strengthening interpersonal relations, underscoring the group's shared destiny, and improving organizational morale.

Many Japanese companies also provide facilities for active in-house hobby groups, ranging from sports to literature and board games such as *go* and *shōgi*. Rather than having separate groups for managers and ordinary workers, employees from all organizational levels gather together in these groups to share in the enjoyment of their common interests.

➤ Stopping off at the Pub

The most common kind of socializing in many Japanese companies is outside the company and after hours—when a group of workers, with or without their boss, stops off at a local watering hole after work to relax over a cold one and talk off the stress of everyday work. Another favorite after-hours diversion is mahjong, a board game played in small parlors catering to the evening throng of businessmen.

➤ Golf

Golf is another indispensable part of the Japanese businessman's social life. With entertaining clients and potential clients alike such a very important part of the ordinary run of business, many clients are not only wined and dined but also taken out for a round of golf. As a result, businessmen often consider golf a business skill, and they see a trip to the local course not so much as a personal pleasure as a means to success in business.

④通勤・会議

ビジネスマンの朝は早い。始業時間は8時半～9時というのが一般的であるが、通勤時間の平均が1時間以上かかるため、7時ごろには家を出なくてはならない。おまけにこのラッシュアワーの通勤電車はかなり混雑を極め、ほとんど立ちっぱなしで、会社に着くまでにかんりの疲労を強いられる。そして、タイムカードを押し、仕事が始まる。

週に1度、あるいは月に1度といった定例会議から、販売会議、宣伝会議など各セクションごとの会議、また、部課長会議、支店長会議などの職制別の会議など、実にさまざまな社内会議が行われる。会議に参加する回数は職制が上がるほど多くなる傾向にあり、1日中会議などということも珍しいことではない。会議の時間は、一応決められてはいるものの結論がなかなか出ずに伸びてしまう、あるいは後日改めて会議を開くということもよくある。

⑤社員食堂・喫茶店

昼食時ともなると、オフィス街周辺のレストランなどは、ビジネスマンで満員となるが、会社には社内に社員用の食堂を常設しているところが少なくない。社員食堂は、会社が業者と契約して設置しており、財政的にも何割かを負担しているため、値段は市価よりも安い。いわば、社員食堂は福利厚生の一環であると同時に、社内にあることで業務効率を図る——例えば、社内コミュニケーションの促進、すぐ仕事に契れるなど——意図をも含んでいる。

商談は社内で行われるのが普通である。商談の重要性や相手との関係にもよるが、一般的には、簡単な打ち合わせ程度の場合は喫茶店でお茶を飲みながら、あるいは雑談しながら行われることも少なくない。ビジネスマンにとっては、仕事であると同時に一種の息抜きにもなっている。もちろん経費は会社持ちである。

⑥退社後

所属するセクションにもよるが、退社時間くると仕事をやめて、すぐ帰宅するという社員はほとんどいない。やりかけの仕事を終えるまで残業をするのが普通である。また、夜は取引先の接待も多く、帰宅が深夜に及ぶことも珍しいことではない。もっとも石油危機後は、接待費あるいは交際費を削減した会社が増え、いわゆる社用族は大幅に減ってきた。

A Day in the Life of a Japanese Businessman

● The Morning Commute and Meetings

The average Japanese businessman's day begins bright and early. Although not expected at work until 8:30 or 9:00, most businessmen live at least an hour away and must leave the house soon after 7:00. Invariably finding his rush-hour train packed with other commuters streaming into the city, he often has to stand most of the way and is worn out even before his workday begins. Once he gets to the office or factory, however, he punches in and gets right to work.

Aside from the regular weekly or monthly meetings, there are sales meetings, advertising meetings, and other meetings within each department, as well as interdepartmental management meetings at all levels. Generally, the higher you go on the corporate ladder, the more meetings there are to attend, and it is not uncommon for top executives to spend all day in meetings. Although meetings are scheduled well ahead of time, they often run over or have to be reconvened later when things take longer than expected.

● Company Cafeterias and Coffee Shops

Come lunchtime and the numerous restaurants in and around the business district are filled, even though many employees eat at in-house cafeterias run by outside contractors offering food at subsidized prices. An extra benefit for employees, the company cafeteria also pays off for the company by promoting smoother intra-company communication, shorter lunch breaks, and better work efficiency.

While most business takes place in the office, a considerable portion is also transacted at nearby coffee shops where people can enjoy a cup of coffee and talk in a more relaxed setting. The decision on where to meet depends upon how important the meeting is and how relaxed an interpersonal business relationship there is. Generally, however, only relatively minor matters are worked out over coffee. Businessmen find coffee shops good places to combine business with pleasure by getting away from the office for a while. As you might expect, the company picks up the tab for this.

● Clock-out Time

It is the rare employee who manages to quit work and head home at the official quitting time every day. More often than not, people stay to see the job through to completion. Even when he does manage to get away from his desk, the businessman frequently has entertaining to do and often does not get home until the wee hours of the morning. Since the oil crises of the 1970s, however, there has been a considerable decline in the number of people living high on expense accounts as more and more companies have moved to rein in expense account entertaining.

④ 学歴偏重社会

一流会社への就職には、学歴が大いに重要となる。つまり、東京大学を頂点とする国公立大学、および一流私立大学を卒業することがきわめて重要な条件となるとともに、入社以後の出世にも影響を与えるというのが実情である。そして、こうした一流大学に入るためには一流高校に入ること、というように学歴問題はエスカレートし、今では、小中学校の受験競争にまで及んでいる。

こうした受験競争は、つまりは一流企業に入り、一生安定した生活を獲得せんがためであるが、このような学歴社会に対して、教育のゆがみによる青少年の落ちこぼれ、非行化などが顕在化し、社会問題となっている。

⑤ 配転・転勤

入社後は、終身雇用、年功序列のもとで一応の生活は保障されるものの、その一方では、会社の命令に対しての拒否権、あるいは選択権はほとんどないと言ってよい。まず、どのセクションに配属されるかは会社が決める。転勤も辞令1つで、従わなければならない。特に、日本の企業では、ある一定の期間ごとに配転転換を行うので、勤めていく間に何度かの配転、転勤を経験するのが一般的である。会社の命令に従わないと、社内においてきわめて不利な状況に追いやられる。

⑥ 家族との関係

ビジネスマンの生活が会社中心であるため、家庭は妻を中心に運営される。家計、子供のしつけ、教育などは妻に任せ、月給も全額妻に渡し、必要な小遣いを妻からもらうというのが一般的なビジネスマン家庭である。

⑦ 単身赴任

転勤はビジネスマンにとって避けられないことであるが、中年になっての転勤で多いのが単身赴任である。これは、マイホームを建てたためにその地を離れたくないという家族の希望とともに、子供の教育上の問題がその背景にある。それと、転勤の期間が数年であり、いずれ戻って来るといふ見込みもあるからで、我慢をするというのが実態である。しかし、任地が海外であったり、また、家族が離れて生活するというのは何かと問題があり、企業によっては制度的に見直しを図っているところもあるが、なかなか実効は上がっていない。

The Life of a Businessman

➤ Academic Credentials

Academic credentials are very important to getting a good job in Japan. Graduation from one of the nation's top national universities, particularly the preeminent University of Tokyo, or one of the more prestigious private colleges is an important consideration for anyone hoping to get hired by a big blue-chip company and to climb the corporate ladder. One of the surest ways of getting into one of these elite schools is to have been graduated from a first-rate high school. As the competition for admission to the leading high schools has escalated, intense competition has developed for admission to the better junior high schools and even the more academic-oriented elementary schools.

The goal of all of this fierce competition on entrance examinations is to attain the lifetime economic security that goes with working for a big company, but the extreme pressures this has generated have distorted the educational process and sparked such major social problems as school drop-outs and increased delinquency.

➤ Transfers

Once employed by a "good" company, the Japanese businessman enjoys lifetime employment and seniority-based wages, yet this lifelong economic security is balanced by the company's demand for unquestioning acquiescence. Ultimately, the company decides what kind of work he will do and where he will do it, and most employees are put through a long period of regular job rotation, often involving transfers to other cities. Trying though this is, to balk would be a blot on the employee's record, and few are so brave.

➤ Family Life

With the businessman devoting most of his attention to his work, it is usually up to his wife to run the home. It is she who takes care of the family budget and the children's socialization and education. Typically, the husband gives her his entire pay envelope and then she doles out his weekly or monthly allowance.

➤ Living away from Home

Relocations are a fact-of life for many Japanese businessmen, and some middle-aged transferees reluctantly decide to leave their families behind. This decision is often based not only on the family's personal preference to remain in the community where they may own their own home but also on a desire to avoid the problems which relocations can pose for the children's education. Even though the assignment may last for several years, the businessman sticks it out alone in the knowledge that he will be able to return home eventually. Although companies are studying ways to alleviate the hardships of overseas postings and the various problems which arise from such split-family living, they have yet to find any effective institutional solutions.

④ 信用第一主義

欧米では、仕事を通じて付き合いが始まったとしても、ビジネスと個人的付き合いは区別するが、日本の商談ではそういった区別はあいまいで、たとえ、仕事の話が全くきれない酒席や遊びの場でも、それは商談の1つのプロセスと考えられている場合が多い。つまり、商売上の信用は契約内容や契約条件を検討し、それに基づいて確実に実行することであるといった欧米の契約第一主義は、日本の商売では第二段階的な問題と考えられている。

日本の商売で第一に重要な点は、交渉相手が人間的に信用できるかどうかにかかっている。したがって、外国人が日本の企業と商売をする場合は、電話や文書などによる交渉より、直接会って交渉することが肝要となる。日本人担当者は、何度か面接の機会を作るだろうが、それは、契約条件を詰めるという目的以外に、個人として信用がかけられる人間かどうかを観察しているのである。

⑤ 時間のかかる合意決定

日本では、商談の開始から契約成立までに非常に時間がかかる。交渉担当者の権限が欧米ほど明確でないということもあるが、意思決定までに、現場の人間の合意をも得るといった形が取られることが多いからである。

日本との交渉は気長に、誠意を持って当たることである。契約内容に対して性急にイエスかノーを迫ったところで交渉はスムーズにいかない。逆に関係を悪くすることすらある。日本の契約事項の検討というのは、単に契約書に書かれていることだけではなく、人間関係と同様に契約相手と長期的に取引していけるかということが重要なので、この点でも合意に時間がかかるのである。

⑥ ビジネスの家族的志向

商売である以上、契約の履行は当然であるが、日本的商売においては最初から詳細な取引規定をせず、大枠で合意することを好む。日本的合意というのは相手を信用したということである。いわば今後親殺しとしていっしょにやってみようという意味であり、問題が起きたらそのつど話し合いで解決し、困ったときは助け合おうというわけである。したがって、いったん取引が始まると、その関係は長期的に継続される場合が多い。日本は商売の面においても家族的志向なのである。

Japanese Business Practices

● Mutual Trust

Western businessmen tend to make a clear distinction between business and pleasure, but this dividing line is a very fuzzy one in the Japanese business world. Socializing, for example, can be considered an integral part of the business relationship even if not a word of business is spoken, for such informal socializing contributes to establishing personal trust—and such personal trust is far more important in Japan than specific contractual relationships are. While the Western businessman builds trust in the negotiation and fulfillment of contractual obligations, the contract is a secondary problem to the Japanese businessman.

The most important thing in a Japanese business relationship is whether or not the people involved feel they can comfortably trust each other. Thus non-Japanese who establish business ties with Japanese companies soon learn that face-to-face contact is much more effective than phone calls or letters. Japanese businessmen meeting together repeatedly are not only working out the terms of the deal but are sizing each other up as human beings.

● Reaching an Agreement

This need to establish trust among the people concerned is part of the reason it often takes a long time to go from the start of negotiations to the signing of the contract in Japanese business. Other reasons are that the delegation of authority is not as explicit for Japanese negotiators as it would be in the West, and that the Japanese decision is made only with the consent of all of the people who will actually be involved in its implementation.

Japanese business decisions are made with an emphasis on sincerity and trust, and pressures for quick decisions are counterproductive in the Japanese context. In Japan, working out a business deal means more than simply hammering out the terms of a contract; it includes an effort to build mutual trust and long-term relations. Naturally, this cannot be done overnight.

● People-oriented Business

Fulfilling the contract is obviously an important part of any business deal, but in Japan the contract is not so much a detailed tome of specifics to cover every contingency as it is a general statement of the framework of the business relationship. Because business relationships are founded on mutual trust, they are somewhat like family ties. In the ideal situation, there is a deep and basic agreement to work together. If problems arise, they can be talked over and worked out, and if one side runs into trouble the other will often lend a helping hand. Once initiated, such business ties often last for many years, and even the world of business is characterized by a family-like closeness in Japan.

戦後の日本経済は通常、1945～55年の戦後復興期、それに続く高度成長期、そして1973年の石油危機以降の安定成長期に大別される。

●経済の民主化

戦後の日本経済は、占領軍による経済の民主化によって新たな出発の基盤が作られた。この経済の民主化とは、「財閥解体」「農地改革」「労働改革」を言う。

財閥解体は、三井、三菱、住友、安田など戦前の大財閥の解散を言い、これにより財閥一族による人的・資本的支配が一掃され、財閥一族以外の少壮経営者が大いに企業者精神を発揮しうようになり、また企業間の競争も活発化することになった。また、農地改革により、小作地の81%が自作地として解放され、地主制が解体した結果、新たに自作農となった人たちによる農業の近代化が進展した。さらに、労働者については、労働三法(労働組合法、労働関係調整法、労働基準法)が制定され、労働運動の合法化をはじめ、労働者の地位が大幅に改善されて、勤労意欲の向上や労使関係の安定化に寄与した。

●インフレからデフレへ

地方、産業面では1947年から石炭、鉄鋼へ資材、労働力、資金を集中的に投入する「傾斜生産方式」が採用され、1948年から日本経済はインフレを伴いつつも、復興の軌道に乗った。しかし、1949年に持命金権公使として来日したJ・ドッジは、「日本経済は両足を地に着けずに竹馬に乗っているようなものだ。片足はアメリカの援助、他方は国内の補助金であり、竹馬の足をあまり高くしすぎると、転んで首を折る危険がある」と述べ、厳しい財政、金融の引き締めを勧告した。これの実施により、日本経済は深刻なデフレに突入した。

「安定恐慌」と呼ばれたこの時期、一般大衆は貯蓄を強いられ、その資金は大企業に向けられた。そのため、大企業のその後の成長には寄与したものの、中小企業の倒産、失業が増大し、社会不安が高まった。そうした折、1950年6月、朝鮮戦争が勃発し、その持産によって日本の生産活動は飛躍的に拡大した。そして、早くも1951年度の實質国民総生産は戦前水準(1934～36年平均)に達した。

1951年9月、対日講和条約が成立し、占領時代は終わった。折から朝鮮戦争も終わり、産業界は一時、動乱ブームの反動不況に陥ったものの、それは次の高度成長期への小休止であった。

Japan's Postwar Economic Recovery

The postwar economy is usually divided into the three periods of postwar recovery from 1945 to 1955, the subsequent rapid-growth era through 1972, and the period of slower but stable growth in the wake of the 1973 oil crisis.

● Economic Democratization

It was the Occupation's economic democratization policies—*zaibatsu* dissolution, agrarian land reform, and labor reform—which laid Japan's postwar economic foundations.

Dissolution of the *zaibatsu*, meaning the breaking of the Mitsui, Mitsubishi, Sumitomo, Yasuda, and other wartime financial cliques' control over management and capital, made it possible for non-*zaibatsu* businessmen to exercise their entrepreneurial talents and sparked renewed market competition. Agrarian land reform promoted agricultural modernization by abolishing landlordism and distributing 81% of the tenant-farmed land to the people who tilled it. In labor reform, the Occupation enactment of the Trade Union Law, Labor Relations Adjustment Law, and Labor Standards Law legalized union activities, vastly improved the status of working people, and contributed to motivating workers and stabilizing labor relations.

● From Inflation to Deflation

While this was going on, industry was investing massive amounts of materials, manpower, and capital in the coal and steel industries under the priority production system, and the economy was put on the road to recovery, albeit with inflation, by 1948. In 1949, however, Joseph Dodge came to Japan as financial advisor to the Occupation and, commenting that, "Far from having both feet firmly planted on the ground, the Japanese economy is like a man on stilts"—one American aid and the other domestic subsidies—yet if these stilts are too high the economy is likely to fall and break its neck," he recommended sharply tighter fiscal and financial policies. These policies plunged the Japanese economy into rapid deflation.

This period of "controlled recession" was one of forced savings with the capital made available to the big companies. Although this contributed to the big corporations' growth, it also meant more small business bankruptcies, higher unemployment, and enhanced popular dissatisfaction. Yet the outbreak of the Korean War in June 1950 sparked an explosive expansion in Japanese production to meet American military procurement needs. By fiscal 1951, Japanese real GNP had regained its prewar (1934-36 average) level.

In September 1951, the San Francisco Peace Treaty was signed and the Occupation officially ended. The Korean War ended soon afterward, and the economy fell into a post-boom recession which, as it turned out, was but a brief interlude before the rapid-growth era.

④ 高度成長期

「もはや『戦後』ではない、我々は異なった事態に直面しようとしている。回復を過ぎての成長は終わった。今後の成長は近代化によって支えられる」と1956年度の『経済白書』が指摘したように、日本経済は1950年代後半から高度成長時代に入った。すなわち、1955年からの10年間の実質平均成長率は9%、続く1965年からの10年間のそれも8%と、ほぼ4分の1世紀ほどの長期にわたって、日本の経済は世界に冠たる高い成長を続けた。ちなみに、1955～73年のアメリカ、イギリスの年平均成長率は3%前後、西ドイツ、フランス、イタリアのそれは5、6%であった。また、1955年には自由主義国第7位であった日本のGNPは、12年後の1967年には第2位となり、かつて「中進国」と言われた日本は、「経済大国」と言われるようになった。

この間に、工業生産は著しい拡大を見た。例えば1973年において、ラジオ・テレビ・拾拍・商業車が世界のシェアで20%を超え、粗鋼・精鋼・亜鉛・紙・レーヨン・合繊・セメントなどが10%を超え、アルミ・ガラス・時計など5%を超えたものも数多い。消費水準も大幅に向上し、実質消費は1955年から1970年までの15年間に2倍となった。その結果、テレビ・冷蔵庫・洗濯機をはじめ、主要な耐久消費財の普及率はほぼ飽和状態となったほか、1949年ごろには、日本では生産は無意味であるとも言われていた乗用車も、急速に普及した。

⑤ 高度成長の要因

この高度成長の要因については多くの議論があるが、大約、次のような要因が挙げられている。①戦後の民主化改革 ②企業の積極的投資 ③豊富な優れた労働力 ④高い貯蓄率 ⑤積極的な技術導入 ⑥高い教育水準 ⑦小さい軍事負担 ⑧労使関係・社会・政治の安定 などである。なお、これらに加えて、「先進国に追いつけ、追い越せ」といった人々の心意気も無視できない。

⑥ 安定成長

さて、よく知られているように、1973年10月に生じた産油国の石油値上げ(第1次石油危機)により、日本経済も減速を余儀なくされた。かくして、さしもの高度成長にも終止符が打たれ、以後、日本の経済は安定成長期へと移行した。1975年から1983年までの実質平均成長率も4%強という水準になっている。だが、経済は沈滞してはならず、先端技術産業の台頭、サービス経済の拡大など、安定成長の内側にはダイナミックな動きも見られる。

From Rapid Growth to Stable Growth

➤ Rapid Growth

"The postwar period is over. The era of growth through recovery has ended, and we face a new situation. Future growth will be sustained through modernization." So said the 1956 *White Paper on the Economy* in pointing out that the Japanese economy had entered a period of rapid economic growth in 1955. For the 10 years 1955-64, the average annual growth rate in real terms was 9%. For the next decade, it was 8%. By contrast, the average growth for the years 1955-73 was only 3% for the United States and Great Britain, and 5-6% for West Germany, France, and Italy. For nearly a quarter of a century, Japan had one of the highest economic growth rates in the world. The seventh-largest GNP in the free world in 1955, Japan had climbed to second place in 1967. Once a minor developing nation, Japan quickly developed into a major economic power.

Industrial production expanded significantly during the period of rapid economic growth. In 1973, Japan accounted for over 20% of the world demand for radios, television sets, shipping, and commercial vehicles. Japan also took over 10% of the world's blister steel, copper, zinc, paper, rayon, synthetic fiber, and cement and over 5% of its aluminum, glass, and watches. In the 15 years from 1955 to 1970, consumption increased 2-fold in real terms. Domestic markets for durable household goods such as television sets, refrigerators, and washing machines attained near-saturation, and domestic passenger car production, considered "unnecessary" as recently as 1949, showed phenomenal growth.

➤ Contributing Factors

Amid the debate about the actual cause of this rapid economic growth, there is broad agreement on the importance of, inter alia, (1) postwar democratization, (2) aggressive private-sector investment, (3) abundant availability of high-quality workers, (4) high savings rate, (5) ready adoption of advanced technologies, (6) uniformly high educational standards, (7) minimal defense spending, and (8) social, political, and labor-relations stability. In addition, many people would cite Japan's strong motivation to catch up with and surpass the other industrialized nations.

➤ Deceleration

Yet the oil crisis of October 1973, when the oil-producing nations hiked crude oil prices sharply, put an abrupt end to this dramatic growth. Since then, Japan's economy has stabilized at about 4% real growth between 1975 and 1983. While growth has slowed, the economy is by no means in recession. Advances in the high-technology industries and expansion in the service industries indicate that there is still considerable dynamism in the economy even in this period of slower growth.

産業の栄枯盛衰はきわめて激しい。戦後の経済復興の立役者であった石炭産業は、今や全く寂れてしまった。また、かつての花形産業であった繊維・造船・化学・鉄鋼・アルミなども、今や斜陽産業のレッテルをはられている。代わって、電機・自動車・エレクトロニクスなどが花形産業となっている。大学生に人気のある就職先は、そのほか銀行、損保、商社などがある。流通部門では、スーパーをはじめとするディスカウント店が急速に増えた。それやこれや、斜陽産業と新興産業の交代劇の例は枚挙にいとまがない。

●香しい就業者構成の変化

一般に産業構造を表す指標としては、産業を第1次産業(主に農林漁業)、第2次産業(主に建設・製造業)、第3次産業(卸小売、金融、運輸通信、サービス業、公務など)に分け、それぞれの就業者数の割合(全就業者を100として)＝構成比が用いられる。

日本の1955年の就業者構成比は、第1次産業41%、以下、第2次23.5%、第3次35.5%であった。つまり、この時期ではまだ農業就業者がいちばん多かったわけである。言い換えれば、まだ製造工業がきほど発展していなかったとも言える。だが、10年後の1965年には、第1次24.6%、第2次32.0%、第3次43.3%となり、第1次産業の就業者が大幅に減少し、その分、第2次、第3次の就業者が増えた。つまり、高度経済成長が本格化し、製造工業が拡大するに伴って、農村の労働力が工業に吸収されていったのである。

そしてさらに10年後の1975年になると、第1次13.9%、第2次34.1%、そして第3次は52%となった。ここで目だつのは、第1次は10%台にまで低下した一方、第3次が50%を超えたことである。実は、第3次の数字は、すでに1973年に50%台に達したのだが、このことは、全就業者の半分が物(財)ではなく、サービスの生産に携わるようになったことを意味している。また、この年には、第3次産業の生産高も全産業の50%を占めるようになっており、生産の面でも全生産高の半分をサービスの生産が占めるようになったのであった。

こうして経済のサービス化が本格化し、1984年には、第3次産業の就業者比は56.9%にまで高まっている一方、第1次のそれは8.9%と10%を切っている。また、第2次産業の就業者比は1980年代に入って漸減傾向にあり、1984年は34.2%であった。

Changes in the Industrial Structure

The ups and downs of industry can be extreme. The coal industry, for example, once a major pillar of Japan's postwar recovery, is today relegated to a minor role. Likewise, such once-leading industries as textiles, shipbuilding, chemicals, steel, and aluminum are now in decline, rapidly being replaced at the forefront of Japanese industry by electrical machinery, automobiles, electronics, and the like. The other business sectors most popular with job-seeking university graduates are banking, non-life insurance, and international trade. In the distribution sector, supermarket and discount store chains have mushroomed. Every field has its declining sunset industries and its ascending sunrise industries.

• Changes in Employment Patterns

A nation's industrial structure is conventionally divided into three sectors—primary (agriculture, forestry, and fisheries), secondary (construction and manufacturing), and tertiary (retail and wholesale trade, finance, transport, communications, services, and civil service). The employment index for each sector (total 100 for all employees in all sectors) is an indicator of that sector's importance within the total industrial structure.

In 1955, the employment ratios in Japan were 41% primary, 23.5% secondary, and 35.5% tertiary. As may be seen, a plurality of Japan's work force was in agriculture, and secondary-sector manufacturing was still immature and undeveloped. Ten years later, however, in 1965, the ratios had changed to 24.6% primary, 32.0% secondary, and 43.3% tertiary. The primary sector was down sharply, its place taken by the secondary and tertiary sectors. With the rapid economic growth, manufacturing had expanded and much of the labor force had moved from farm to factory.

Within the next decade, to 1975, the ratios further shifted to 13.9% primary, 34.1% secondary, and 52% tertiary. While primary-sector employment had dropped to under 20%, tertiary employment exceeded 50%. This shift in the employment structure was already evident in 1973 when tertiary employment first topped 50%—more than half of Japan's workers being involved in producing and selling services rather than things. At the same time, tertiary production accounted for 50% of all production by value.

The growth in the service industries continues today. In 1984 employment in tertiary industries accounted for 56.9% of all Japanese workers. By contrast, the primary sector had dropped to 8.9%. Employment in secondary industries has also decreased since 1980, declining to 34.2% in 1984.

欧米先進諸国の例に増えず、日本でも核家族化は時代の趨勢である。夫婦だけか、夫婦あるいは片親と未婚の子だけの核家族世帯は全世帯の6割にも達し、1940年までは5人台だった平均世帯人数も年々減少して、1980年以降は3.2人前後を推移している。夫婦に子供が1人か2人というのが、日本の一般的な家族構成と言えよう。

④ 戦前・戦中の家庭

親・子・孫と3世代が同居し、一家の主である夫が家父長として絶対的権威を持っていたのが、戦前の日本の平均的な家庭だった。妻を日本では「家内」とも言うように、一家の主婦は家にいて、夫や夫の両親である舅・姑に仕え、家事・育児一切を切り盛りした。戦中の女機織時代には、兵隊に出た夫の留守を守って食糧の確保に奔走するなど、家のことでは夫に心配させないというのが、日本の家父学だった。

⑤ 戦後・現在の家庭

こうした家庭のイメージも、戦後の核家族化に伴って、だいぶ変わってきている。かつては家風についても子供の教育・結婚についても主導権を持っていた「強い夫」像は後退し、現在では妻や子供の言い分にも耳を傾ける、ものわकारい夫が増えている。一方、妻の地位は「戦後、強くなったのは女性と靴下」という言葉が一時はやったほど向上した。夫と同等の立場で自分の意見を言い、特に子供の教育については夫よりも強い決定権を持っているのが、現代の日本の妻たちである。妻の地位が向上した結果、顕在化してきたのが嫁・姑戦争である。嫁が自己主張をするようになったため、姑との摩擦が多くなり、夫は母親と妻の板挟みになって苦労する。

電気製品の普及で家事に時間がかからなくなり、子供が少なく育児に手のかかる期間も短くなった結果、家の中の仕事より生きがいを外に求めて働きに出る主婦も多く、今では主婦の2人に1人は働くに至っている。

しかし、戦後の主婦の地位を最も象徴的に物語っているのは、主婦が一家のさいふを握ったということだろう。欧米では一家の家計を預かるのは夫で、妻は必要な生活費だけを夫からもらうというのが一般的なようだが、戦後は妻が一家の大蔵大臣として夫の給料を管理し、生活のやりくりから貯蓄、財産運用、マイホーム建設資金づくりまでさいふを握るという家庭が増えている。

The Family

As in the West, the modern Japanese family is small. Some 60% of all Japanese households consist of couples only or a single parent and unmarried children. Back in 1940, the average family had five members. Since then, the number has dropped to 3.2, where it has been since 1980. Thus the average Japanese family is mother, father, and one or two children.

→ Pre-1945 Situation

In prewar Japan, three generations (parents, children, and grandchildren) lived under the same roof. The father was head of the household, and his word was law. As one of the Japanese words for wife, *kanai* (lit. inside the home), implies, the prewar Japanese wife's place was in the home, serving her husband and her husband's parents, doing housework, and raising her children. During the war years when food was scarce, the Japanese housewife did everything she could to ensure that the family had enough to eat. She was expected to maintain the household while her husband was at the front, and she was not to burden her husband with the worries of keeping the family fed and intact.

→ Changes since the War

However, the Japanese family has changed considerably as the nuclear family became the postwar norm. The father no longer has absolute authority in establishing family rules, governing his children's education, and granting permission for his children's marriages, and increasing numbers of fathers are listening to their wives and children. At the same time, the wife's role is also changing, as aptly illustrated by the once-popular phrase, "The two things that have gotten stronger since the war are women and stockings." The modern Japanese housewife has an equal say with her husband in family matters, and often more say when it comes to the children's education. One manifestation of this improved status for wives is the conflict which has erupted between wives and mothers-in-law. With the wife used to speaking out, there has been increasing friction with the traditional mother-in-law, and the hapless husband often finds himself caught in the middle.

With the time required for household work greatly diminished by modern electrical appliances, and with fewer children to raise, many Japanese housewives are finding fulfillment in work outside the home. Today, one of every two housewives has an outside job.

The most obvious proof of the wife's position is her grip on the family purse strings. In the West it is usually the husband who controls the family finances, giving his wife an allowance to do the shopping with. Yet in postwar Japan it is the wife who handles the money, making all of the major savings, investments, and even home financing decisions.

●物価

日本の消費者物価(指数)は、1973年の第1次石油危機のときには、前年上昇率が24.5%(1974年)、1979～80年の第2次石油危機でも8.0%(1980年)を示したが、1974～83年の平均上昇率は7.6%であった。同期間の先進主要国の消費者物価は、イギリス23.3%、フランス17.2%、カナダ13.5%、アメリカ11.3%、西ドイツ5.5%という上昇率であったので、日本は西ドイツに次いで物価上昇率の低い国であったことになる。さらに、1982年以降、物価は急速に鎮静化し、1983年、84年といずれも2%内外という低い上昇率を示している。今や、第1次石油危機後のインフレ体質が克服されたと言ってよいだろう。

しかし、消費者の実感としては、物価は高いとする人が多い。これは、公表される消費者物価指数が家計の支出のすべてをカバーするものでないこともあるが、値上りした商品には敏感だが、値下りしたものは注意がいかないことによるものと思われる。

ちなみに各品目の小売価格を世界主要都市と東京とで比較してみると、食料品、ことにバター・牛乳・牛肉・米の価格が割高になっている。反対に、比較的安価な品目は、ワイシャツ・テニスシューズ・オートバイ・小型乗用車などの工業製品、アパート賃貸料・ホテル料金・クリーニング代・パーマ料金などのサービス料金の一部である。

●流通産業

日本には、1982年で43万の卸売店と170万の小売店がある。170万の小売店のうち、デパート・スーパーなど法人組織のものは25%にすぎず、残りは零細規模の個人商店である。この個人商店の販売額は、近年低下している。それは大型店舗、コンビニエンスストアの増加の影響によるもので、今後は経営的にもますます苦しくなるのではないかと思われる。

1970年代後半から小売業全体の年間販売額の伸び率は鈍化しているが、特に1980年代に入ってから停滞が強まり、大型小売店といえども販売額は伸び悩み、上昇率はGNPの伸びを下回っている。消費支出の伸びも鈍化しているが、それをかなり上回って小売業全体の販売額が鈍化している。それは、小売を介さない消費支出、特に教育、旅行、レジャー、娯楽、嗜好などへのサービス支出の増加(モノ離れと言われる)と関係があるようである。

prices and Distribution

• Prices

Although there were sharp price increases sparked by the two oil crises (24.5% over the previous year in 1974 and 8.0% in 1980), Japan's consumer price index increased 7.6% per annum on average over the decade 1974-83. Given that the average per-annum price increases in the other industrialized countries for the same decade were 23.3% in the United Kingdom, 17.2% in France, 13.5% in Canada, 11.3% in the United States, and 5.5% in West Germany, Japan's record was the second-lowest of any major country. Prices have been especially stable in Japan since 1982, with 1983 and 1984 both showing increases of only about 2% over the previous year, and the economy has apparently shaken off the inflationary propensity that infected it during the first oil crisis.

Nevertheless, many consumers still feel that prices are high. While part of the problem is that the official consumer price index figures do not cover everything a family buys, it is also partly because consumers are quick to feel the pain when prices go up and tend not to notice when they go down.

Looking at consumer prices in Tokyo in comparison to some of the world's other major cities, prices in Tokyo are higher for such food-stuffs as butter, milk, beef, and rice but lower for manufactured goods such as clothing (dress shirts and tennis shoes), consumer durables (motorcycles and compact cars), and such service-sector items as room rents, hotel rooms, dry cleaning, and hairdressing.

• Distribution

As of 1982, there were 430,000 wholesale dealers and 1,700,000 retail outlets in Japan. Of the retail outlets, only 25% were such corporate entities as department stores and supermarkets, and the other 75% were small unincorporated mom-and-pop stores. Yet the percentage volume handled by these corner operations has been declining in recent years under the onslaught from the superstores and convenience shops, and they are expected to face continued rough sailing in the years ahead.

Although total retail sales growth has been gradually slipping since the latter half of the 1970s, this stagnation has been especially pronounced since the turn of the decade. Even the giant superstores have been hurt, and consumer spending has failed to keep up with the growth in GNP. The trend is even more pronounced within consumer spending as retail sales have in turn failed to keep up with consumer spending overall. This change in Japanese patterns of consumption would seem to indicate that people's values are less material-oriented and that there has been a priority shift to spending on education, travel, hobby interests, and other services not found at your local supermarket.

一家のさいふを握っている日本の主婦は、生活のやりくりを上手にするために、まのみに家計簿をつけている。こうした各家庭の家計簿を基にして総理府統計局が毎年発表している「家計調査報告」によると、1984年の勤労者世帯1か月の平均実収入は42万4025円、消費支出は28万2716円となっている。

かつては生活費の中で食料費の占める割合であるエンゲル係数が、衣食住などの基本的支出の割合が消費生活を推し測るものさしだったが、「飽食の時代」にある現在の日本では、このものさしは適用しなくなってきている。具体的には、1970年に32.2%だった勤労者世帯の1か月の食料費は75年30.0%、80年27.3%、84年26.1%と減少の一途。衣食住などの基本的支出の割合のほうも同じく56.0%、53.2%、49.5%、47.3%と、すでに50%を切っている。逆に増えているのが娯楽・教育・交際費などの選択的支出である。

●増える教育費

とりわけ、高学歴社会を反映して、教育費のウエートが年々拡大しているのが最近の日本の家計の大きな特徴である。1975年から1984年までの家計支出と教育支出の年平均伸び率を比較した試算によると、家計支出が8%の伸びに対して教育支出は18%と、倍以上の伸び率だった。

これはあくまで平均の数字で、教育熱心な都市部や大きい子供がいる世帯では、それだけ教育費支出の占める割合は高くなる。一例として、1983年に東京都が就学者を持つ都内の452世帯を対象に行った調査を挙げると、月平均消費支出29万9309円の21.3%、6万3780円が教育費に充てられており、中には家計の3分の2を教育費に充てている家系もあった。

●高い貯蓄率

日本人が貯蓄熱心な国民であることはよく知られている。1984年の1世帯平均貯蓄現在高は649万円。可処分所得に占める貯蓄の割合を示す家計貯蓄率は1984年で17.3%で、イタリアが20.3%、カナダ15.5%、フランス11.5%、イギリス7.0%、アメリカ5.2%であるから欧米先進諸国の中でも高いほうである。日本人が貯蓄に熱心なのは豊かさの現れというより、老人福祉がまだ充分でないことへの不安や、なかなかマイホームを持たない住宅事情のたのと言えよう。

The Household Budget

It is generally the housewife who holds the family purse strings in Japan, and she keeps a detailed record of household accounts. According to a 1984 annual survey of such household accounts by the Statistics Bureau of the Prime Minister's Office, average monthly household income was ¥424,025 and average expenditures ¥282,716.

Neither the Engel coefficient, used to measure the percentage of household expenditures on food, nor the percentage spent on the basic necessities of food, shelter, and clothing, is an adequate indicator of the quality of consumer life in today's affluent Japan. Food accounted for 32.2% of the wage-earner household's monthly expenditures in 1970, but the ratio has decreased steadily since then, to 30.0% in 1975, 27.8% in 1980, and 26.1% in 1984. The same downward trend is evident in the food-shelter-and-clothing figure: 56.0% in 1970, 53.2% in 1975, 49.5% in 1980, 47.8% in 1984, and continuing below the 50% mark ever since. In contrast, there has been a marked increase in family spending on recreation, entertainment, and education.

→ The Growing Cost of Education

Reflecting the Japanese people's strong belief in the benefits of a good education, Japanese household spending on education has grown sharply in recent years. Indeed, spending on education increased 18% per annum between 1975 and 1984—a figure more than twice the 8% growth rate for total household expenditures.

These are averages, of course, and educational spending has gone up even more in the highly education-conscious urban household and homes with older children. According to a 1983 survey of 452 Tokyo households with school-age children, spending on education averaged ¥63,780, or 21.3% of the average total household spending of ¥299,309, per month. Some families earmarked nearly two-thirds of their total monthly expenditures for their children's education.

→ High Savings Rate

The Japanese have long been known for their high savings rate. The average household savings balance was about ¥6.5 million and the household savings rate (the percentage of disposable income saved) 17.3% in 1984. This compares favorably with the average savings rates in other industrialized nations: 20.3% in Italy, 15.5% in Canada, 11.5% in France, 7.0% in Great Britain, and 5.2% in the United States. However, the Japanese propensity to save is often attributed not so much to affluence as to the extremely high cost of owning one's own home and the need to save for a rainy day in a society lacking adequate welfare for the aged.

Story# 34468 Filmed 29aug94 at 9:43:28
Story name Changed by TSUDA
Changed 29aug94 at 9:43:27
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Keyword 8-1 NO.57

31590

#34468

Present Condition of Agriculture in Japan

As already reported often in IDACA News, agriculture and agricultural cooperatives in Japan are at a crucial stage, facing increasingly severe problems, such as the aging of farmers, a lack of young people to take over farming from older generations, liberalization of farm produce, reduction of rice acreage and cooperative restructuring. In Japan, therefore, the Ministry of Agriculture, Forestry and Fisheries, agricultural cooperatives and various other agricultural organizations are working together to formulate every possible measure to solve a host of such difficult problems. As one of the steps to promote solutions, efforts are being exerted to establish a regional agriculture promotion system (through the development of hamlet farming on a group basis in accordance with regional agriculture promotion plans).

Following is the outline of the present condition of Japanese agriculture reassessed by JA-Zenchu's Farm Management and Better Living Department from the standpoint of accelerating regional agriculture promotion plans. (Tables given below are based on information gleaned from JA-Zenchu.)

1. Diverse Agricultural Management Bodies

(1) Changes in Number of Farm Households in Full-time and Part-time Categories

Farm households in 1991 totaled 3,789,000, representing a decrease of about 1.2 million to three-quarters of the 1975 level.

A look at marketing farm households in full-time and part-time categories shows that the number of households in Category I: Part-time farm households decreased significantly by 63 percent between 1975 and 1991.

Of all farm households, those in Category II: Part-time farm households and self-supplying farm households constitute 75 percent.

31242

(2) Changes in Number of Farm Households by Size of Land Under Farming Operation

Against the backdrop of a decrease in the number of farm households, farming operations tend to be expanding, with an increase of farm households having 3.0 hectares or more of land.

(3) Changes in Number of Farm Households with A Core Male Farm Workforce

A look at the core farm workforce in the 16-29 age group shows that it has been reduced to one-quarter of the 1975 level whereas the workforce aged 60 and over has increased by 18.8 percent.

The core male farm workforce aged 60 and over, which accounted for 35.2 percent of the total in 1980, increased in 1990 to form 54.6 percent.

10683

(4) Changes in Number of Young People Fresh out of School Taking up Farming

In 1991, the number of young people engaged in agriculture after graduating from school was 1,700, marking a decline. On the other hand, of the new school graduates who took up employment in other industries, those concurrently working on their home farms or quitting jobs to return to the farms increased over the previous year.

31626

(5) Changes in Number of Agricultural Production Corporations

Agricultural production corporations come in four different categories, i.e., agricultural producers' cooperative corporations, partnerships, limited partnerships and limited companies, but they are predominantly composed of agricultural producers' cooperative corporations, and limited companies.

A look at changes in the number of agricultural production corporations in recent years shows that limited private companies have been on the increase since 1985 whereas agricultural producers' cooperative corporations decreased in 1991, and that the total number of agricultural cooperative corporations registered a decrease in 1991.

In terms of primary farm crops, rice and wheat production — typical land utilization-type agriculture — remained stagnant since the 1980s, but in 1991, 41 additional agricultural production corporations were inaugurated, bringing the total to 599.

By membership, agricultural producers' cooperative corporations top the list with between five to 10 and limited companies, with three to four.

(6) Number of Agricultural Service Entities

Agricultural service entities total 21,814 nationwide.

By entity, there are many farm household groups and agricultural cooperatives.

2. Progressive Aging of Farmers and Increase of Female Farmers**(1) Agricultural Production Relying on Elderly Farmers**

The ratio of elderly people (aged 60 and over) in the farming population, which stood at 35.8 percent to the total farming population in 1980, rose to 52.5 percent in 1990, accounting for the majority of the farming population.

Again, the share of progressively aging farm households (with members aged 60 and over mainly engaged in farming operations) in the production of staple farm crops is 28 percent and 24 percent on a rice and vegetable acreage basis, respectively, and 30 percent on a fruit growing acreage basis. Obviously the share has risen in recent years.

YDACA 1

(2) Women Shouldering Agricultural Production

A look at farming operations in terms of the number of men and women involved shows that about one-third of marketing farm households are engaged in agricultural production with women working full-time (together with the support of men or with women only).

(3) Increasing Fatal Accidents During Farming Operations

In such circumstances, the number of fatal accidents involving farmers at work is increasing annually. While the number of women involved in accidents is substantial, it is men who are overwhelmingly involved in such accidents, presumably because of the mechanization of farm work.

By age group, farmers aged 60 and over accounted for about 60 percent of the total fatalities in 1990, as a result of the progressive aging of the farming population.

3. Present Status of Agricultural Production**(1) Changes in Component Ratio of Total Agricultural Output**

Although agricultural production has leveled off in recent years, the total agricultural output increased in 1989 and 1990 on an upsurge in farm product prices, but the total agricultural output in 1991 came to ¥11.4548 trillion, almost the same level as in the previous year.

By category, the weight of rice diminished in 1991 to place second after livestock. As a whole, the ratio of vegetables, however, increased.

YDACA 2

(2) Changes in Food Self-Sufficiency Rate

The food self-sufficiency rate continues to decline. The self-sufficiency rate on a calorie basis is 46 percent and the cereal self-sufficiency rate stands at 29 percent.

In an item breakdown, only rice and eggs have almost attained domestic self-sufficiency, while most other farm products rely on imports.

1929

4. Present Status of Farm Household Economy

In recent years, the ratio of non-agricultural income to farm household income has increased, and more than 80 percent of farm households rely on income from non-farming business.

Again, the rate of household expenses covered by farming income has decreased also, now standing at only 22 percent.

By full-time and part-time farm households, the rate of household expenses covered by farming income is only 8.6 percent in the case of Category II: Part-time farm households, but 76.2 percent in the case of full-time farm households and 96.2 percent in the case of Category I: Part-time farm households. The rate is 116.2 percent in the case of full-time farm households with a core male workforce.

In terms of the size of land under farming operation, the larger the size, the higher the rate of self-sufficiency.

22102/5609

5. Present Farmland Situation**(1) Changes in Area of Arable Land**

The area of arable land, which covered 5.2 million hectares nationwide in 1991, is annually diminishing.

20893

(2) Changes in Non-Planted Land and Abandoned Farm

In 1990, non-planted land and abandoned farmland covered 160,000 hectares and 217,000 hectares, respectively. Abandoned farmland has tended to increase in recent years. The tendency was pronounced between 1985 and 1990 in particular.

32929

(3) Changes in Farmland Liquidity

In recent years, arable land for cultivation has been converted to other uses through the establishment of the utilization rights instead of through the transfer of ownership.

In 1990, the area of arable land diverted to other uses through the establishment of the utilization right (under the Farmland Utilization Promotion Law) covered 51,000 hectares, whereas the area of arable land converted to other uses through the non-gratis ownership transfer of land owned by independent farmers stood at 34,000 hectares.

10415

(4) Prices of Farmland (Paddy Fields) and Rent for Tenancy

Owing to the stagnation of prices of farm products, earnings from farming have decreased and farmland prices have continued falling in principal agricultural regions, such as Hokkaido, Tohoku and Kyushu.

On the other hand, farmland prices have continuously maintained a high level in Kanto, Tokai and Kinki regions though an upsurge in land prices has abated somewhat. In the Hokuriku region, farmland prices have shown an upward trend due to the construction of new rail and road networks, the development of housing lots and other development projects.

Rent for paddy tenancy per 10 ares, which continued falling from ¥34,655 in 1985, stood at ¥27,016 in 1991.

In Kyushu and Shikoku regions, the rent for tenancy is relatively high, partly because of high yields of secondary crops.

10A0A 3

Story# 31242 Filmed 26aug94 at 12:29:14
 Story name Changed byTSUDA
 Changed 26aug94 at 12:29:14
 Basket IDACA Topic '94
 Keyword 8-T-1 NO.57

#31242

Changes in Number of Farm Households in Full-time and Part-time Categories

(Unit: 1,000 households)

Year	Total number of farm households	Marketing farm households					Self-supplying farm households
		Total	Full-time farm households	Part-time farm households			
				Total	Category I: Part-time farm households	Category II: Part-time farm households	
1975	4,953	...	616	4,337	1,295	3,078	...
1980	4,661	...	623	4,038	1,002	3,036	...
1985	4,229	3,315	498	2,817	758	2,058	914
1990	3,835	2,971	473	2,497	521	1,977	864
1991	3,789	2,936	460	2,476	478	1,998	852

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Story# 31580 Filmed 26aug94 at 12:30:06
 Story name Changed byTSUDA
 Changed 26aug94 at 12:30:06
 Basket IDACA Topic '94
 Keyword 8-T-2 NO.57

#31580

Changes in Number of Farm Households by Size of Land Under Farming Operation (prefectures)

(Unit: 1,000 households)

Year	Total	Marketing farm households							Self-supplying farm households
		Total	Up to 0.5 ha.	0.5~1.0	1.0~2.0	2.0~3.0	3.0~5.0	5.0 ha. or more	
1975	4,819	...	1,995	1,436	1,086	236	67	9	...
1980	4,542	...	1,921	1,304	980	240	82	13	...
1985	4,120	3,215	804	1,182	883	234	93	19	905
1990	3,739	2,884	705	1,049	782	222	100	26	855
1991	3,695	2,851	632	1,058	797	227	107	30	844

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Story# 10683 Filmed 26aug94 at 12:30:52
 Story name Changed by TSUDA
 Changed 26aug94 at 12:30:51
 Basket IDACA Topic '94
 Keyword 8-T-3 NO.57

#10683

Changes in Number of Workers in Core
 Male Farm Workforces

(Unit: 1,000 households)

Year	Total	16~29	30~59	60 years and over	65 years and over
1975	2,298	211	1,343	743	...
1980	2,036	159	1,162	716	464
1985	1,861	94	967	799	511
1990	1,622	53	686	883	560

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Story# 29670 Filmed 22aug94 at 16:45:34
 Story name Changed by TSUDA
 Changed at 0:00:00
 Basket IDACA Topic '94
 Keyword 8-T-15 NO.57

#29670

Changes in Farmland Prices

(within farming areas in cities, towns and villages, not subject to zoning under the New City Planning Law)

National

(Unit: 1,000 yen, %)

Fiscal year	1985	1986	1987	1988	1989	1990	1991	1991 ÷ 1985
National total	1,658 (3.4)	1,685 (1.6)	1,694 (0.5)	1,719 (1.5)	1,782 (3.7)	1,873 (5.1)	1,960 (4.6)	118

Note: Figures in parenthesis denote the rate (%) of increase over the previous year.

Story# 31626 Filmed 26aug94 at 12:31:56
 Story name Changed by TSUDA
 Changed 26aug94 at 12:31:55
 Basket IDACA Topic '94
 Keyword 8-T-4 NO.57

#31626

Changes in Number of Young People Fresh out of School Taking up Farming

(Unit: 1,000 persons, %)

Classification	1970	1975	1980	1985	1989	1990	1991
Number of new school graduates engaged in farming (Ratio to total starting farm workforce)	36.9 (7.4)	9.9 (3.2)	7.0 (2.7)	4.8 (2.6)	2.1 (1.2)	1.8 (1.2)	1.7 (1.3)
Senior high school graduates (Component ratio)	24.6 (66.7)	8.1 (81.8)	5.2 (74.3)	3.2 (66.7)	0.9 (42.9)	1.0 (55.6)	0.7 (41.2)
New school graduates finding employment in other industries and concurrently working on their home farms	—	—	32.5	21.6	24.4	23.2	25.3
Those leaving employment in other industries to return to the farms (total)	79.7	94.3	95.2	89.1	26.6	13.9	19.4

Source: MAFF, "Survey on Employment Trends for Farmers"

Story# 34849 Filmed 26aug94 at 12:33:06
 Story name Changed by TSUDA
 Changed 26aug94 at 12:33:06
 Basket IDACA Topic '94
 Keyword 8-T-5 NO.57

#34849

Changes in Number of Agricultural Production Corporations

Item	Year	1980	1985	1988	1989	1990	1991
Agricultural production corporations		3,200	3,168	3,609	3,633	3,816	3,748
Limited companies		1,939	1,825	1,986	2,020	2,167	2,184
Agricultural producers' cooperatives corporations		1,240	1,324	1,605	1,593	1,626	1,541
Rice/wheat farming		727	553	546	548	558	599
Livestock		1,131	1,262	1,472	1,462	1,564	1,508

Source: Agricultural Structure Improvement Bureau, MAFF

Story# 35539 Filmed 26aug94 at 12:33:58
 Story name Changed byTSUDA
 Changed 26aug94 at 12:33:58
 Basket IDACA Topic '94
 Keyword 8-T-6 NO.57

#35539

Number of Agricultural Production Corporations by Membership (1991)

	2 persons	3~4	5~10	11~20	21~30	31~50	51 persons or more	Total
Agricultural producers' cooperatives corporations	—	—	1,160	215	60	46	60	1,541
Limited companies	438	1,180	502	54	3	4	3	2,184
Limited partnerships	3	9	4					16
Partnerships		6	1					7
Total	441	1,195	1,667	269	63	50	63	3,748

Source: Agricultural Structure Improvement Bureau, MAFF

Story# 11054 Filmed 19aug94 at 17:11:21
 Story name Changed byTSUDA
 Changed at 0:00:00
 Basket IDACA Topic '94
 Keyword 8-T-7 NO.57

#11054

Changes in Farming Population by Sex and by Age

Year	Combined -total of men and women	Men					Women				
		Subtotal	16~29	30~59	60 years and over		Subtotal	16~29	30~59	60 years and over	
						65 years and over					65 years and over
1980	6,973	2,674	321	1,211	1,142	837	4,300	390	2,553	1,357	875
1985	6,242	2,444	203	1,019	1,222	874	3,798	236	2,097	1,465	919
1990	5,653	2,249	154	731	1,364	962	3,404	161	1,597	1,646	1,059

Note: Figures for 1980 are based on old definitions.

Source: MAFF, "Agricultural Census"

Story# 32949 Filmed 26aug94 at 12:36:53
 Story name Changed byTSUDA
 Changed 26aug94 at 12:36:52
 Basket IDACA Topic '94
 Keyword 8-T-8 NO.57

#32949

Changes in Number of Fatal Accidents During Farming Operations

(Unit: Cases, %)

Item	Year	1986	1987	1988	1989	1990
Total number of accidents		390 (100.0)	347 (100.0)	348 (100.0)	356 (100.0)	384 (100.0)
Accident categories						
Accidents involving farm machinery and facility installation work		287 (73.6)	261 (75.2)	269 (77.3)	275 (77.2)	296 (77.1)
Accidents involving work other than use of farm machinery and facility installation		103 (26.4)	86 (24.8)	79 (22.7)	81 (22.8)	88 (22.9)
By sex						
Men		318 (81.5)	291 (83.9)	305 (87.6)	286 (80.3)	331 (86.2)
Women		72 (18.5)	56 (16.1)	43 (12.4)	70 (19.7)	53 (13.8)

Source: MAFF, "Report on the Results of Survey on Accidents During Farming Operations"

Story# 1929 Filmed 26aug94 at 12:37:33
 Story name Changed byTSUDA
 Changed 26aug94 at 12:37:33
 Basket IDACA Topic '94
 Keyword 8-T-9 NO.57

#1929

Changes in Food Self-Sufficiency Rate

(Unit: %)

Item	Fiscal year	1965	1975	1985	1986	1987	1988	1989	1990	1991 (Estimate)
Self-sufficiency rates of primary items										
Rice		45	110	107	108	100	100	100	100	100
Wheat		28	4	14	14	14	17	16	15	12
Soybeans		11	4	5	5	6	6	6	5	4
Vegetables		100	99	95	95	94	91	91	91	90
Fruit		90	84	77	74	74	67	67	63	60
Meat		90	77	81	78	76	73	72	70	67
Eggs		100	97	98	97	99	98	98	98	98
Milk/dairy products		86	81	85	82	78	75	80	78	77
Self-sufficiency rate of calorific supply		73	54	52	51	49	49	48	47	46
General self-sufficiency rate of edible farm crops		86	77	74	73	71	69	68	67	65
Self-sufficiency rate of staple food grains		80	69	69	69	68	68	68	67	65
(For reference)										
Self-sufficiency rate of cereals (edibles + feeds)		62	40	31	31	30	30	30	30	29

Source: MAFF, "Food Demand/Supply Table"

Story# 22102 Filmed 22aug94 at 11:53:24
 Story name Changed by TSUDA
 Changed at 0:00:00
 Basket IDACA Topic '94
 Keyword 8-T-10 NO.57

#22102

Overview of Farm Household Economy (national)

(Unit: 1,000 yen)

Item	Year	1965	1970	1975	1980	1985	1990
Farming income (A)		365.2	508.0	1,146.0	952.3	1,065.5	1,163.1
Non-agricultural income (B)		395.6	885.2	2,268.4	3,562.9	4,437.0	5,438.4
Farm household income (C)		760.8	1,393.2	3,414.4	4,515.2	5,502.5	6,601.5
Income from pension, donations, etc.		74.3	198.7	546.3	1,078.6	1,413.4	1,797.2
Total farm household income (D)							
Household expenses (E)		835.1	1,591.9	3,960.7	5,593.8	6,915.9	8,398.7
Household expenses (E)		654.5	1,225.2	2,650.0	3,942.0	4,700.7	5,274.3
(B) / (C)	(%)	52.0	63.5	66.4	78.9	80.6	82.4
(A) / (E)	(%)	55.8	41.5	43.2	24.2	22.7	22.1

Source: MAFF, "Farm Household Economy Survey"

Story# 5609 Filmed 22aug94 at 13:33:25
 Story name Changed by TSUDA
 Changed at 0:00:00
 Basket IDACA Topic '94
 Keyword 8-T-11 NO.57

#5609

Farm Household Economy by Type (FY1990)

(Unit: 1,000 yen)

	Farming income (A)	Non-agricultural income (B)	Income from pension, donations, etc.	Total farm household income	Household expenses (C)	(A)/(C)
Full-time and part-time categories						
Full-time farm household	2,834.8	488.8	2,041.0	5,364.6	3,717.8	76.2
(Note: 1)	4,111.5	505.8	1,765.2	6,382.5	4,286.5	95.9
(Note: 2)	5,448.4	496.4	1,412.5	7,357.3	4,688.4	116.2
Category 1: Part-time farm households	5,165.7	2,595.5	1,417.1	9,178.3	5,371.4	96.2
Category 2: Part-time farm households	484.8	6,845.5	1,762.7	9,093.0	5,650.8	8.6
Size of land under farming operation (prefectures)						
Average	1,090.1	5,527.1	1,801.4	8,418.6	5,285.3	20.6
Up to 0.5 hectares	98.4	6,239.0	2,124.3	8,461.7	5,289.2	1.9
0.5~1.0	564.5	5,996.8	1,849.1	8,410.4	5,301.1	10.6
1.0~1.5	1,301.6	5,337.4	1,521.0	8,160.0	5,172.5	25.2
1.5~2.0	1,927.2	4,722.5	1,367.3	8,017.0	5,215.9	36.9
2.0~2.5	2,966.4	3,825.1	1,432.2	8,223.7	5,181.9	57.2
2.5~3.0	4,099.9	3,572.1	1,347.4	9,019.4	5,165.6	79.4
3.0 hectares or more	5,023.5	2,923.0	1,591.7	9,538.2	5,820.5	86.3

Notes: 1. Farm households with male members of production age
 2. Farm households with a core male workforce

Source: MAFF, "Farm Household Economy Survey" and "Farm Household Economy by Household Type"

Story# 20893 Filmed 26aug94 at 12:38:33
 Story name Changed byTSUDA
 Changed 26aug94 at 12:38:28
 Basket IDACA Topic '94
 Keyword 8-T-12 NO.57

#20893

Changes in Area of Land Under Cultivation (national)

(Unit: 1,000 hectares)

	1975	1980	1985	1988	1989	1990	1991
Total area	5,572	5,461	5,379	5,317	5,279	5,243	5,204
Paddy fields	3,171	3,055	2,952	2,889	2,868	2,846	2,825
Upland							
Total area	2,402	2,406	2,427	2,428	2,410	2,397	2,380
Ordinary upland	1,289	1,239	1,257	1,280	1,282	1,275	1,266
Orchards	628	587	549	511	487	475	464
Pastures	485	580	620	636	642	647	649

Source: MAFF, "Statistics on Land Under Cultivation and Acreage Planted"

Story# 32929 Filmed 26aug94 at 12:40:06
 Story name Changed byTSUDA
 Changed 26aug94 at 12:40:06
 Basket IDACA Topic '94
 Keyword 8-T-13 NO.57

#32929

Changes in Non-Planted Land and Abandoned Farmland

(Unit: hectares)

	Non-planted land				Abandoned farmland				Area ratio of abandoned farmland (1990)
	1975	1980	1985	1990	1975	1980	1985	1990	
National	209,957	184,334	140,310	159,998	131,422	123,078	134,870	216,785	4.7
Hokkaido	28,083	13,655	9,382	7,922	31,808	24,120	23,325	10,374	1.0
Prefectures	181,874	170,678	130,927	152,076	99,613	98,958	111,544	206,411	5.8

Source: MAFF, "Agricultural Census"

Story# 10415 Filmed 26aug94 at 14:12:08
 Story name Changed by TSUDA
 Changed 26aug94 at 14:12:07
 Basket IDACA Topic '94
 Keyword 8-T-14 NO.57

#10415

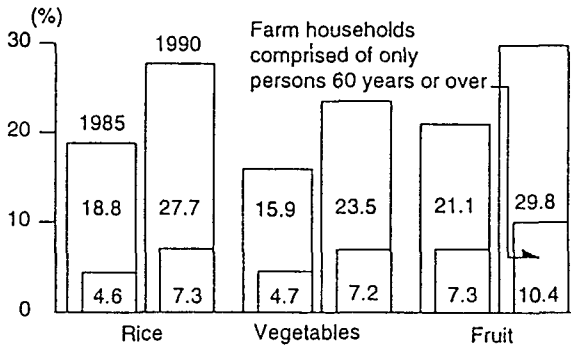
Outline of Conversion of Arable Land for Cultivation to Other Uses (national)

(Unit: hectares)

Area	Article 3, Farmland Law and Farmland Utilization Promotion Law			Article 3, Farmland Law			Farmland Utilization Promotion Law	Article 20, Farmland Law	Exceptions to Article 19, Farmland Law	
	Transfer of ownership			Establishment of lease	Establishment of right through loan for use	Provision and transfer of right accompanying signing of farming operations to agricultural cooperative				Cancellation of lease, etc. (for purposes, including abolition of farmland)
	Land owned by independent farmers		Land for tenant farming							
	Non-gratis	Gratis								
1975	47,568	43,283	2,552	5,909	4,529	356	11	3,792	—	
1980	40,496	65,026	1,716	10,185	57,900	399	27,397	5,857	(3,700)	
1985	38,098	52,780	2,039	5,818	74,148	150	41,404	7,912	18,869	
1988	35,168	42,279	2,555	5,416	80,184	147	55,471	10,612	27,840	
1989	36,086	39,548	1,746	5,448	74,345	125	53,992	11,371	24,446	
1990	34,435	37,096	2,740	5,396	73,820	123	51,880	11,866	22,961	

Source: Agricultural Structure Improvement Bureau, MAFF

Farm Crop Production Share of Progressively Aging Farm Households



Source: Rearranged aggregate of MAFF, "Agricultural Census"

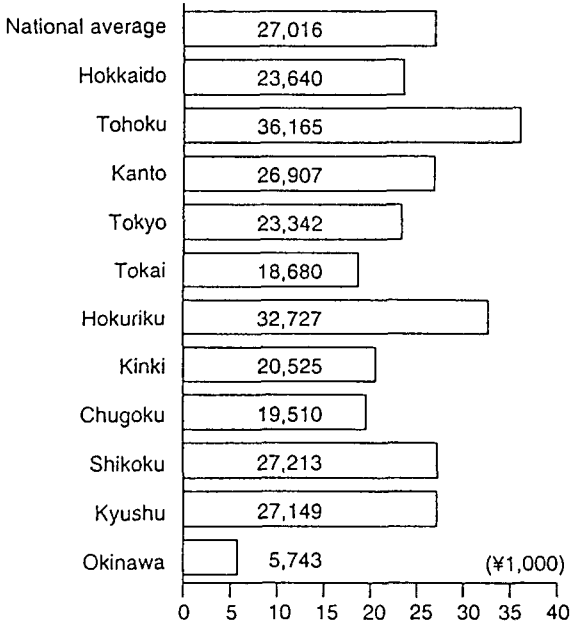
Changes in Component Ratio of Total Agricultural Output by Category

	Rice	Vegetables	Fruit	Livestock	Others	Total output (¥ billion)
1970	37.9	15.8	8.5	23.2	14.6	466.43
1980	30.1	18.5	6.7	29.9	14.8	1,026.25
1985	32.9	18.1	8.1	27.2	13.7	1,162.95
1990	27.8	22.5	9.1	26.8	13.8	1,149.27
1991	25.5	24.2	9.6	27.1	13.6	1,145.48

Note: Figures for 1991 are estimates.

Source: MAFF, "Statistics on Farm Household Income from Production"

Rent for Paddy Tenancy Per 10 Ares by Block (1991)



Source: National Chamber of Agriculture, "Fact-finding Survey on Rent for Paddy Tenancy"

**From the New National Plan of Action Towards 2000
May 1991**

Basic Direction and Development of Measures

November 9, 1994

Promotion of Measures for Women in Agricultural, Mountain and Fishing Villages

Agriculture, forestry and fisheries policies contain clear measures concerning women in agricultural, mountain and fishing villages (hereinafter referred to as "women"), and seek to improve the structure set in place to promote measures which give positive and concrete recognition to their capabilities and roles, and which make effective use of their skills.

In agricultural, mountain and fishing villages women play a key role in production and regional activities, but in many cases the importance of this role is not properly recognized. Consequently, the government is pushing ahead with educational measures aimed at changing customs and practices that are based on an entrenched male-female role-division consciousness, and also strengthening the economic standing of women. The government is also working to improve the skills, business management capabilities, and working conditions of women engaged in agriculture, forestry or fisheries. Priority is also being given to laying the foundations which will enable women, the backbone of regional productivity and life, to take part in voluntary activities on their initiative.

Goal

To promote measures for women in agricultural, mountain and fishing villages

Basic Measures (Fiscal 1987- 2000)

(1) Enlightenment and guidance so that the role of women in agricultural, mountain and fishing villages is given proper recognition.

- a. Undertake educational campaigns aimed at women in agricultural, mountain and fishing villages (hereinafter referred to as "women") and regional society in general with a view to abolishing customs and practices based on an entrenched male-female role-division consciousness.
- b. Foster learning and training activities which deal with the knowledge and skills necessary to develop the role of women so as to facilitate their participation in the community and raise their status in society; and promote greater cooperation among women's agricultural, forestry and fisheries organizations at the local, prefectural and national levels.
- c. Give educational guidance aimed at enhancing the economic standing of women, and providing stability and comfort in their later years.
- d. Conduct surveys and research and provide data with the object of contributing to the proper recognition of the role fulfilled by women.

(2) Promotion of measures aimed at improving the skills, business management capabilities, and working conditions of women engaged in agriculture, forestry or fisheries.

- a. Promote measures which will contribute to improving the skills and business management capabilities of women in agriculture, forestry or fisheries so that they can participate more actively in management.
- b. Contribute to the elevation of the economic standing of women by promoting higher agricultural productivity through business rationalization.
- c. Promote improvements to the working environment and working conditions so that women can work safely and with relative comfort.

(3) Support for women in their efforts to improve their lives in agricultural, mountain and fishing villages.

- a. Promote the establishment of a system for effective use of labour based on mutual assistance in the regional community so as to hasten the development of new roles for women and the elderly and to form regional communities that are full of vitality.
- b. Promote the improvement of the production and living environment for the purpose of developing a comfortable environment.
- c. Support various activities by women so that they can realize a good life, taking into account actual conditions in agricultural, mountain and fishing villages

(4) Promotion of women's participation in policy decisions related to regional agriculture, forestry and fisheries.

Conduct educational campaigns to promote women's active participation in policy-making decisions at the various regional agricultural, forestry and fisheries bodies, such as agricultural committees, marine fisheries adjustment committees, agricultural cooperatives, and fisheries cooperatives.

Concrete Measures (Fiscal 1991-1995)

(1) Enlightenment and guidance so that the role of women in agricultural, mountain and fishing villages is given proper recognition.

- a. Promote educational and information campaigns that will pave the way for the setting up and general acceptance of such social measures as a "Rural Women's Day" as a means of bringing about change in customs and practices based on an entrenched male-female role-division consciousness, which is still prevalent in the home and in regional communities, and thereby elevating the status of women in agricultural, mountain and fishing villages (hereinafter referred to as "women").
- b. Further promote educational campaigns for women and various related regional organizations as a means of advancing women's participation in all fields.

- c. Promote information exchange and improvement of leadership capabilities within women's agricultural, forestry and fisheries organizations so as to strengthen cooperation among them, and make them much more active in regional society.
- d. Promote educational campaigns which will ensure that women receive the proper recognition for the role that they fulfil and that suitable salary levels are clearly laid down so as to contribute to the strengthening of their economic standing; and also facilitate management transfer will clarification of the amount that women have contributed when taking over business operations.
- e. Promote educational campaigns for women engaged in agriculture and fisheries with regard to the purpose and details of the national annuity fund system, a supplementary system to the basic annuity.
- f. Further promote the development of research and statistical information so that the actual circumstances of women in production and daily life can be accurately grasped.

(2) Promotion of measures aimed at improving the skills, business management capabilities, and working conditions of women engaged in agriculture, forestry or fisheries.

- a. Promote women's voluntary learning activities and an expansion of the opportunities for them to improve their capabilities, such as various kinds of training and technical exchanges aimed at improving skills and business management capabilities related to agriculture, forestry and fisheries, so that they can participate more actively in management.
- b. Develop a manual which will make business diagnosis and planning possible based on the the overall agriculture, forestry and fisheries business conditions by looking at management and the household economy, and give guidance on formulating a medium- to long-term life plan based on the manual.
- c. Promote improvements to the working conditions of people engaged in agriculture, forestry and fisheries, such as appropriate working hours, inspections of the working environment, and provision of non-work days so that they can work in safety and comfort.

- (3) Support for women in their efforts to improve their lives in agricultural, mountain and fishing villages.
- a. Promote the establishment of a supplementary labour system and helper system on a mutual-help basis in a region so that women can more readily participate in farming and community activities.
 - b. Promote the improvement of the production and living environment in agricultural, mountain and fishing villages through the formulation of plans for regional development that makes effective use of the nature and scenery around these villages, based on examination and diagnosis of the surrounding production and living environment.
 - c. Support women's regional community activities, such as village vitalization activities, regional environmental preservation, passing down or creation of regional culture, and exchanges with city dwellers, as a means of forming vibrant communities in agricultural, mountain and fishing villages.
- (4) Promotion of women's participation in policy decisions related to regional agriculture, forestry and fisheries.
- a. Promote women's participation in policy-making decisions at the various regional agricultural, forestry and fisheries bodies, such as agricultural committees, marine fisheries adjustment committees, agricultural cooperatives, and fisheries cooperatives, by way of campaigns aimed at educating the women themselves and the various organizations as to the necessity for women's participation; and also promote the improvement of women's capacities that can back up this participation, an increase in the opportunities for women to state their views, and women's entry into the various associations as full members.
 - b. Encourage local public bodies that women should have more chance for qualifications and titles which give certain standing and recognition, such as "farmer" and "fisherman", in order to promote the activities of women as regional leaders.
 - c. Encourage local public bodies and related organizations to promote the participation of women in the development of the regional vision, such as plans to create a comfortable environment.

ACTUAL STATE AND PROBLEMS OF WOMEN IN AGRICULTURE, FORESTRY AND FISHERIES

November 9, 1994

Ms. Hiroko Tabe
Deputy Chief
Women and Life Division
Ministry of Agriculture, Forestry and Fisheries

1. Important Role Played by Rural Women

The number of women engaged in agriculture is 3.6 million, which represents 60% in the total farming population and half of the farmers working on farm more than 150 days a year, and they play an important role in agricultural production.

Particularly, in the prime of the thirties through fifties, nearly 70% of the farming population and 50 to 60% of the farmers working on farm more than 150 days a year are occupied by women.

Table-1 Proportion of women in agricultural labour power

(Unit: thousand persons, %)

	1970	1975	1980	1985	1990	1992
Farming population	10,352	7,907	6,973	6,363	5,653	4,522
of them women	6,337 (61.2)	4,932 (62.4)	4,300 (61.7)	3,885 (61.1)	3,404 (60.2)	2,624 (58.0)
Farmers working on farm more than 150 days a year	7,109	4,889	4,128	3,696	3,127	2,784
of them women	3,857 (54.3)	2,591 (53.0)	2,092 (50.7)	1,826 (49.4)	1,505 (48.1)	1,365 (49.0)
Proportion of women in farm working hours						
Full-time farmhouseholds	(47.7)	(46.5)	(45.2)	(45.2)	(45.5)	
Part-time farmhouseholds	(55.2)	(53.1)	(52.6)	(50.4)	(49.4)	

Source : MAFF "Agricultural Census" , "Annual Sample Survey of Agriculture",
"Survey on farmhousehold economy"

Note: figures of 1992 is only for marketing farmhouseholds.

Table-2 Agricultural labour power distribution by age (Fiscal 1992)

(Unit: Thousand persons, %)

Age	Total	16~29	30~39	40~49	50~59	over 60	
							over 65
Farming population	4,552	191	386	514	929	2,502	1,703
Ratio	100.0	4.2	8.5	11.4	20.5	55.3	37.7

Source : MAFF "Annual Sample Survey of Agriculture"

The results of the "Survey on Women's View about Farm Household Economy" conducted for the members of the Home Living Improvement Practice Group showed that some 40% of them participated in the farm management plan and that they no longer provide only labor to the agricultural production but have changed in quality to participate in the management. Especially, it was shown that agricultural management is left to women in the farm households living mainly on income from jobs other than farming.

Table 3 Participation of women in the farm management plan
(March 1988)

(Unit: %)

	Planting plan	Fund plan	Sales plan
Total	45.4	38.7	42.8
Full-time farmer	38.1	33.4	35.6
Farm households living mainly on farm income	45.7	38.4	43.7
Farm households living mainly on income from jobs other than farming	55.3	43.7	51.3

Source: "Survey on Women's View about Farm Household Economy"; the Ministry of Agriculture, Forestry and Fisheries

2. Rural Women, Who are Active in Various Fields

Rural women greatly contribute to maintaining and activating management of farm home and communities through housekeeping, raising children, nursing of the aged and participation in various events in the community.

3. Promotion of Participation in Decision Making

In the increase in importance of women in agriculture and rural communities, their participation in social activities and decision making on agriculture, forestry and fisheries in the community still remains on a low level, though the situation is gradually improving year by year.

Awareness of women themselves is much to blame, but another reason is that the role of women is not properly recognized in the whole community and the system in which women can fully demonstrate their ability is not ready yet.

Table 4 Participation of women in Agricultural Committees,
Agricultural Cooperatives and Fishery Cooperatives

(Unit: %)

	Number of members of Agricultural Committee	Agricultural Cooperative		Fishery Cooperative	
		Number of members	Number of officials	Number of members	Number of officials
Total	62,166	(Thousand)		354,116	22,022
women of them	101	5,526	66,538	20,425	22
Percentage of women	0.16	675	73	5.8	0.09
		12.2	0.10		

Note: Survey in August 1991 for Agricultural Committee, 1991 March for Agricultural Cooperative and 1991 March for Fishery Cooperative

4. Rural Women's Anxiety about Production and Life

(1) Rural women, who take main responsibility for agricultural production and farm family life, face various problems in farm household economy, health and so on in the characteristics of family agricultural management, as well as anxiety about their own life in the old age and nursing of the aged in multi-generation families.

The above situation also applied to the women engaged in forestry and fishery.

Table 5 Coverage by farmer annuity

(Unit: a thousand persons %)

	1975	1980	1985	1987	1988	1989	1990	1991
Total number of insured	1,164	1,057	834	783	734	677	626	574
Women of them	56	52	33	31	29	27	25	24
Percentage of women	4.8	4.9	4.0	4.0	4.0	4.0	4.1	4.1

Source: Surveyed by the structural Improvement Bureau of the Ministry of Agriculture, Forestry and Fisheries

(2) Time distribution for farming and housekeeping

Generally, most husbands do not do housekeeping even in the busy farming season, and in many cases, women keep housework while doing farming.

In the case of farmers raising outdoor vegetables, housewives' working hours including housekeeping exceed ten hours, longer by about an hour and half, especially in the busy farming season.

(3) Economic position of women

1) A number of women have their own properties, but most of them consists of savings and mutual aid of agricultural cooperatives, less in the basic property of real estate like farmland or residential land.

Table 6 Assets in the names of women

(Unit: %)

	Financial asset		Real estate	
	Have	Do not have	Have	Do not have
Full-time	63.2	36.8	7.1	92.9
Living mainly on farm income	59.9	40.1	7.9	92.1
Living mainly on jobs other than farming	73.7	26.3	12.6	87.4
Total	64.3	35.7	8.8	91.2

Source: "Survey on Women's View about Farm Household Economy" ('87: the Ministry of Agriculture, Forestry and Fisheries)

5. Problems and Measures to be Taken

The role of women is rapidly increasing its significance in every field of agricultural production, farm household and community life, and it has become essential to utilise their ability and sense of living.

For this end, it is necessary to positively enlighten their own will for improvement and introduce proper evaluation of women, as well as to prepare conditions to promote social participation of women and stabilization of life in the old age.

(1) Improvement of women's own will to participate in the society

1) It is necessary for women themselves to understand the necessity of their social participation and to actively create cooperative relation with the family and the community.

2) And it is important to reconsider customs and practices in the community so as to introduce proper recognition of the role of rural women and to bring about awareness of equality of the sexes and mutual cooperation, through:

- . propagation and establishment of the "Rural Women's Day" (advocated by the Ministry of Agriculture, Forestry and Fisheries) by the national and local governments, and;
- . support of voluntary activities of women's organizations such as the Home Living Improvement Practice Group.

Note: The "Rural Women's Day" was established with the aim of properly recognizing the role of rural women to promote trend to proper evaluation and utilization of women's abilities for the development of agriculture, forestry and fisheries and rural communities in the 21st century.

(2) Proper evaluation of agricultural labor of women and health-control measures

1) In order to ensure proper remuneration corresponding to the farming of women, it is necessary to reach agreement on its necessity and the method to carry it out among communities and families.

2) It is also necessary to prepare community environment which ensures safe and comfortable engagement of the farmers, taking into account of the characteristics of women, through:

- . establishment of evaluation method of farming of women,
- . establishment of farm management in harmony of plans for farm management and better living, and;
- . preparation of management index for improvement of farming and promotion of proper management of quality and quantity of farming and working environment based on the index.

(3) Preparation of conditions for social participation

1) It is necessary to prepare a support system in the community which enables ability development and demonstration of the ability, as well as to improve women's awareness for their active participation in the society.

2) It is also necessary to prepare conditions for women's engagement in agriculture and to make the community comfortable and active to establish attractive farm households and rural life, which are opened for urban dwellers, though:

- . support and promotion of voluntary learning activities and community activities of women,
- . establishment of a system to utilize leaders of women groups as rural area volunteers,

- . establishment of exchange and training facilities to be the basis for exchange and contact between cities and rural areas, and:
- . preparation of living facilities for easy and safe activities of women.

Also, propagation activities to establish a helper system, which gives non-farming days to women, and a labor supplement and mutual help system among farm families shall be reinforced.

(4) Stabilization of life in the old age

- 1) It is necessary to establish better life planning in the old age of women farmers and to ensure income for old women.
- 2) It is also necessary to smoothly transfer to younger generation managerial activities of home and farm to lead a useful and enjoyable life without worry, through:

- . guidance for establishment of better life plan according to life cycle,
- . offering of exemplary cases and information to set up in-family rules for smooth transfer, and;
- . promotion of activities of the aged for cultivation and processing of farm products in the area.

6. Reconsideration of the Home Living Improvement Extension Activities and Reinforcement of Support System by the Country

- (1) In promoting the above projects for women, as mentioned in (1) 3, home living improvement in ordinary households will be reconsidered in the Home Living Improvement Work and extension activities will be enriched and reinforced in the life related fields through dealing with health problems of women farmers caused by farming, establishment of new farming management, which enables affluent and enjoyable households, in harmony of farm management plan and better family life plan, promotion of processing utilizing farm products in the area and improvement of living environment around them.

- (2) In June 1990, the Home-Living Improvement Division of the Agricultural Production Bureau was reorganized to the Women and Home-Living Division in order to understand in more detail the actual state of women in rural areas and to enrich and reinforce a system to comprehensively promote projects in the Ministry relating to rural women, while clarifying the basic direction toward improvement of the status of women.

Summary of Projects for Women

1. Position of projects for women in the whole country

Organizational Diagram of Projects for Women

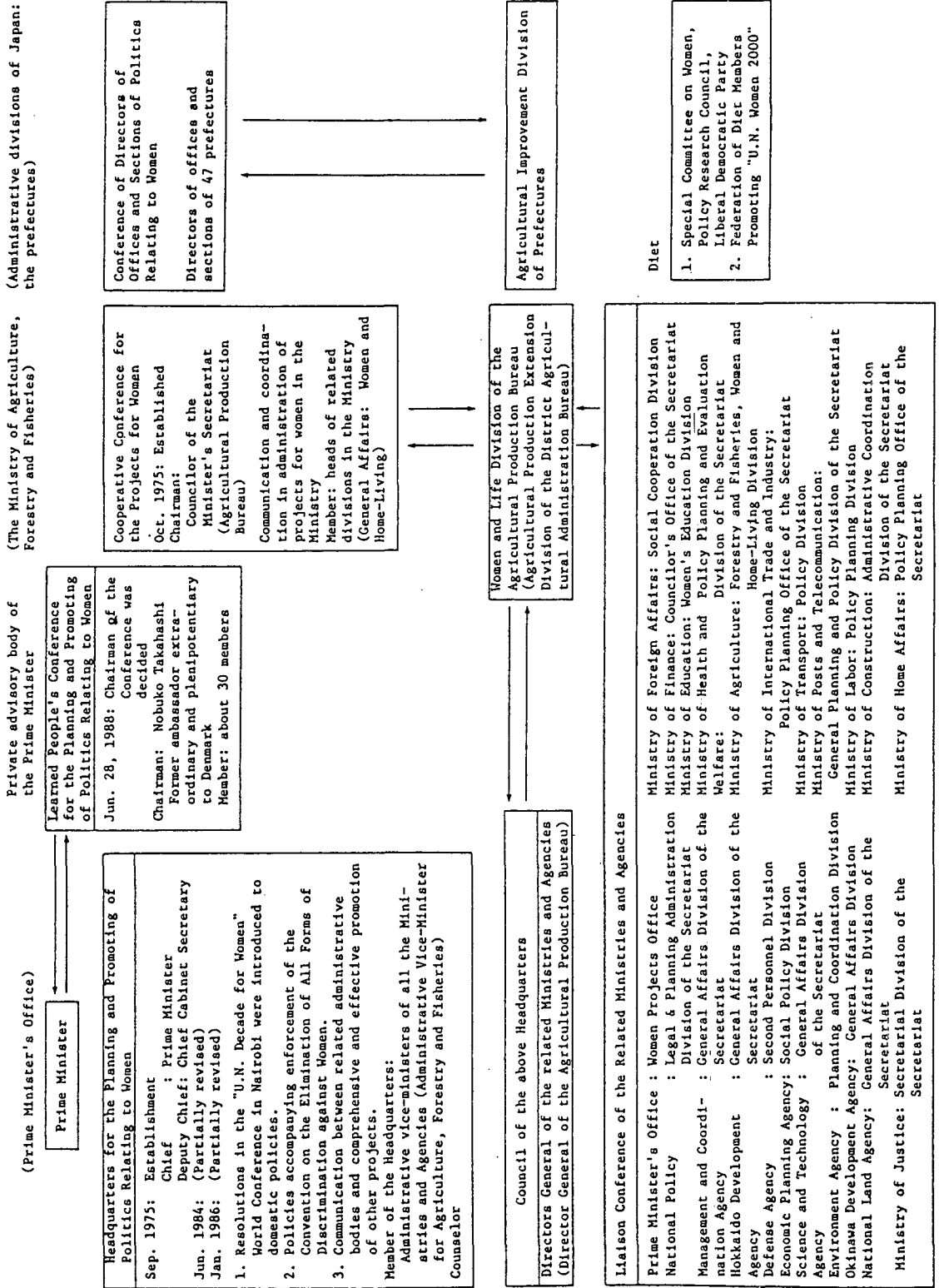


Table - 7 Situation of organizing home-life improvement practice groups
(Fiscal 1990)

Number of groups : 16,376 groups members : 212,719 persons

Table - 8

Table - 9 Situation of implementation of Rural Women's Day

Year of implementation	1988	1989	1990	1991	1992
Number of prefecture	-	-	45	45	45
Number of participants in National level events	225	450	500	500	700

Table - 10 Qualified agriculturists

8 prefectures 730 persons

Table - 11 Qualified home-life improvement advisors

5 prefectures 443 persons

Table - 13 Trend of qualified agriculturists and home-life improvement
advisors

(Unit : persons)

	1987	1990	1991	1991/1987
Total	244	812	1,465	6.0
Agriculture	96	452	1,022	10.6
Agriculturists	60	184	292	4.9
Youth Agriculturists				
Women Agriculturists	36	268	730	20.3
Home-life improvement advisors	148	360	443	3.0

Source : MAFF, Women and life division

Table- 14 Example of local social activities by rural women

Name of group	Contents of activities
Miyagi. Prefecture Shirayuki Group	- Culturing shimeji mushroom started by a wife and husband has developed as a large producing area. Saturday market to promote exchange with consumers developed new cropping patterns and production of flowers. Contract sale of Shimenawa
Hiroshima Pref. Seranishi Fureai Group	- Publication of history of rural life, establishment of labour bank system, processing of local special products, establishment of direct sales outlet and Fureai group for home delivery of special products to promote exchange with consumers. The group is contributing a lot for invigoration of local community and improvement of image of the town.
Fukuoka Prefecture Aozora Group	- Improvement of dieting habit, Shipping sorter, farming ware making, Expansion of consumption of agricultural products by developing new cooking methods , book keeping and labour management activities, Their motto is " Let's realize cordial life by planned farm work", "Remuneration for farming works for all family members".

“Rural Home and Family Living Improvement Study Association (RHFLISA)”

1. Status and Purpose

RHFLISA is non profit public corporation in national level, whose members consist of scholars, people of experiences in the subject, and agricultural extention staffs.

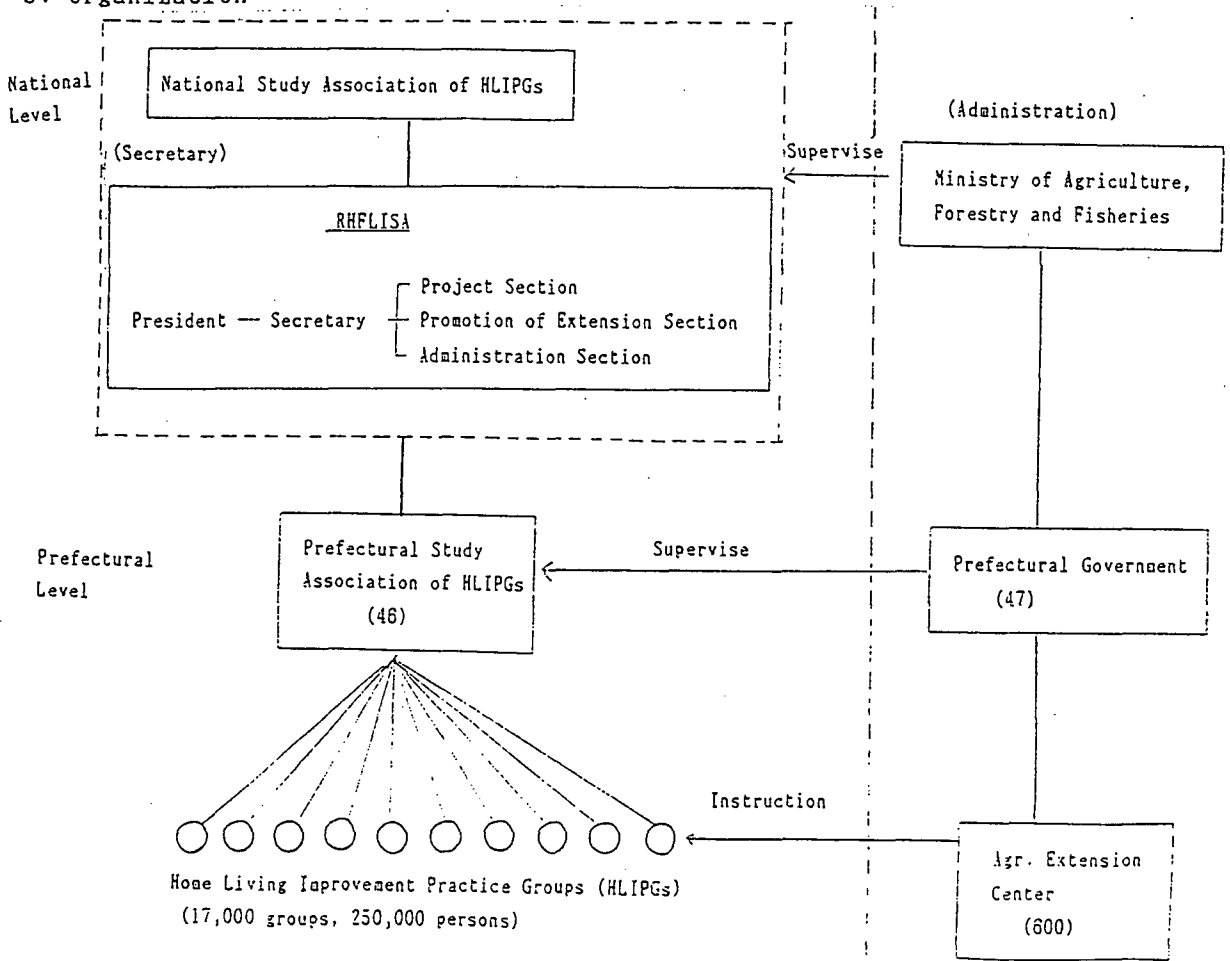
Its purpose is to promote the improvement of rural home and family living through extending knowledge and techniques about living improvement, compiling and publishing materials, undertaking surveys and promoting international exchange of information.

2. President : Ms Makiko Arima

3. Location : 1-9-5 Roppongi, Minato-ku, Tokyo, Japan
Tel 03-3584-6160

4. History : Established in 1957

5. Organization



Reference 1

1. Japan's Rural Community Women's Groups which have National Organizations

The National Study Association of Home Living Improvement Practice Groups

The National Council of Agricultural Cooperative Women's Associations

The National Council of Daily Farming Youth & Women

National Association of Sericultural Women's Groups

National Federation of Forestry Study Group

National Liason Council of Women's Groups of Fisheries Cooperative Associations in Japan

2. Central Events for Rural Community Women's Day (March 10)

The purpose of "Rural Community Women's Day" is to increase the trend to correctly recognize and evaluate the role of women in rural communities for the development of the agriculture, forestry and fisheries industries and rural communities in the 21st century. Based on the new domestic action plan, this day was established by the Ministry of Agriculture, Forestry and Fisheries in fiscal 1987. Since then, women from rural communities throughout Japan have gathered every year to take part in the central events.

First Ceremony (March 1988)

- Theme: Appropriate evaluation of women in rural communities and the utilization of their abilities for the development of the agriculture, forestry and fisheries industries and rural communities in the 21st century.
- Memorial speech: Demonstrating the abilities of women in rural communities for the 21st century.
- Symposium: Women in rural communities today. (The status quo of women in rural communities who contribute to home living and production, and future tasks.)

Second Ceremony (March 1989)

- Theme: Same as the first year.
- Memorial speech: The position of women in agriculture.
- Symposium: In order for women to demonstrate their abilities for the development of the agriculture, forestry and fisheries industries and rural communities.

Third Ceremony (March 1990)

- Theme: Spread women's power in the fields, over the mountains and over the seas.
- Symposium: Change the lifestyles and economy of rural communities with women's power.

Fourth Ceremony (March 1991)

- Theme: Liberated women in nature — I am also a main player now.
- Symposium: Village lifestyles and economies which men and women create through joint participation.

Fifth Ceremony (March 1992)

- Theme: Creating a tangible career woman awareness which uses nature.
- Memorial speech: A vision for women in rural communities for the 21st century.
- Symposium: Discovering fun and security in the agriculture, forestry and fisheries industries.

Sixth Ceremony (March 1993)

- Theme: It is time to act! A vivid life which we build together.
- Memorial speech: A vivid life which we build together.
- Symposium: "Women in new rural communities."

Seventh Ceremony (March 1994)

- Theme: The new hometowns (rural communities) which you make. Call in the winds of the times.
- Memorial speech: "Future rural communities which women will make."
- Symposium: "In order to participate in management with confidence and pride: Women in rural communities who play a main role in nature."

Reference 6

The Basics for Improving Women's Technology

1. Improving your own technology
(Training people)

(1) Improving technology

1) Acquiring technology — learning through accurate communication of technology reproduction by yourself.

- Receive step-by-step technical instruction according to the level.
- In regard to technology which requires understanding and knowledge, textbooks and examples which are easy to understand should be used.
- In regard to technology which requires experience, repeated practice should be conducted over an appropriate period.
- Technology should be confirmed through tests suitable to the level.
- In regard to major technologies which are structured, you should either study at a specialized organization or participate in lectures for an appropriate period.

2) Technological proficiency — Analysis of practice and techniques; further study; pursuit; practical research; mutual exchange with friends; hard work.

(2) Improving abilities to cope with problems.

To nurture the ability clearly understand the content of problems, and cope with them.

1) Technological development: Scientific ability, self-motivation, execution, acquisition, social responsibility, etc. for technological proficiency.
Understanding the necessity for the development of new technology.

2) Overcoming the environment: Acquire an instructor. Accept from the outside or develop in-house. Meet with a wide range of instructors.
Create research groups with friends.
Create locations.
Make time.
Procuring the necessary materials and funds.

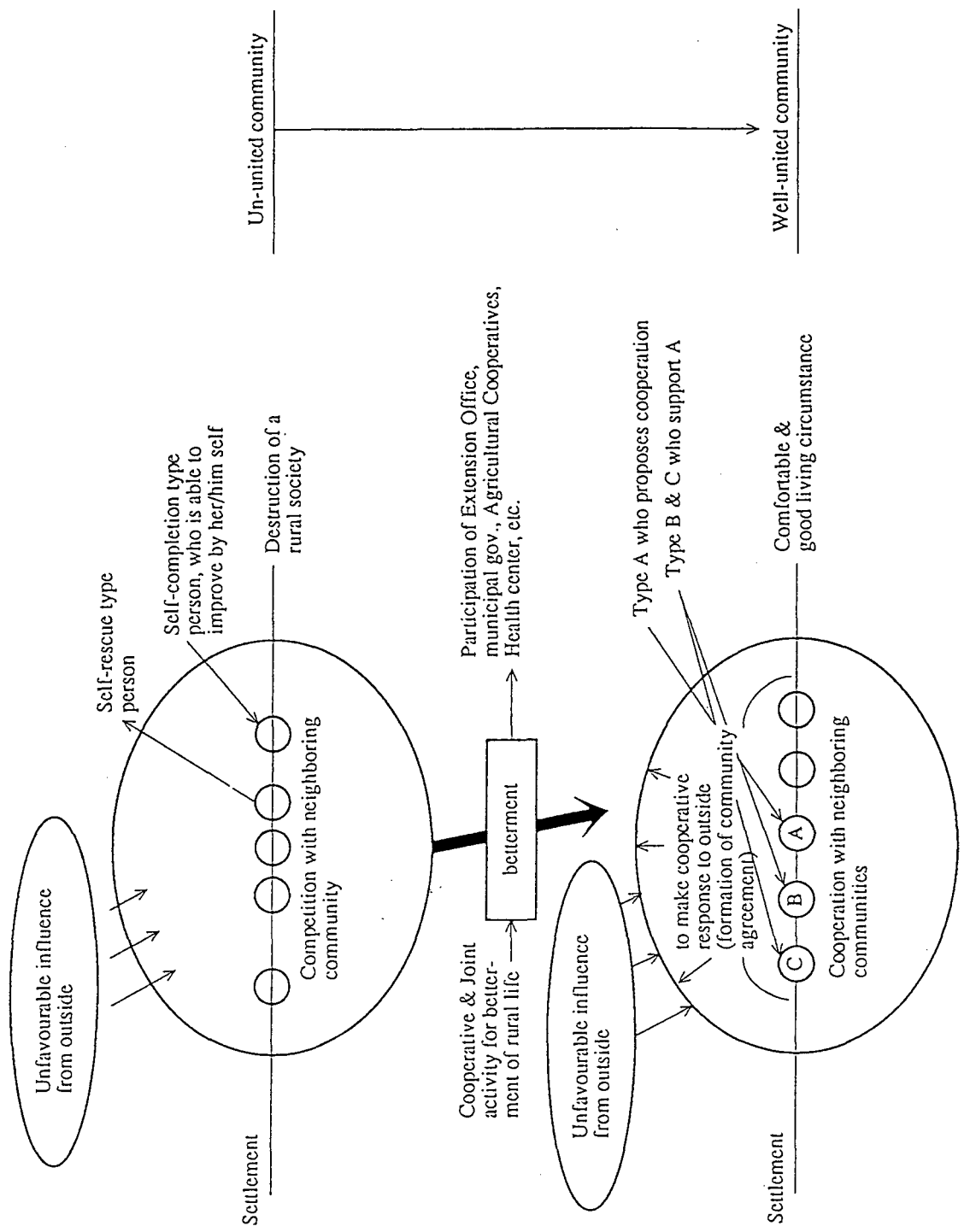
Get cooperation from people around you; especially your husband and family.

Create a network for gathering information.

2. Creating support organizations by improving the environment and conditions. (Creating locations)

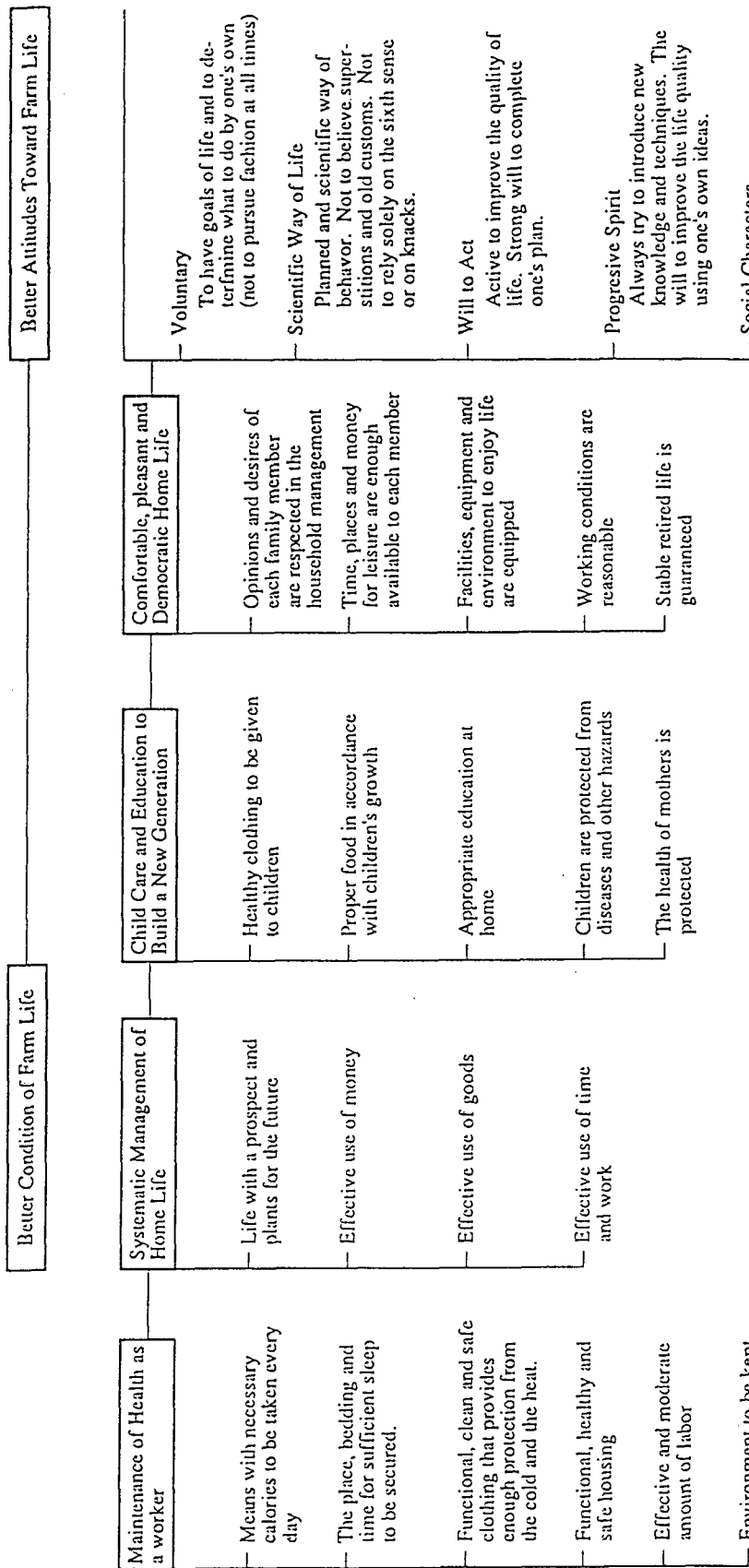
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|--|--|
| (1) Instructing organizations and instructors: | Expansion and instruction organizations; moving classrooms. Systems for improving instruction ability; training systems for instructors. |
| (2) Creating an atmosphere for study: | Nurturing study groups; a trend towards learning. Support activities for group research. |
| (3) Creating locations and time: | Seminar rooms, meeting rooms, lectures, public markets. |
| (4) Aid systems: | Loan systems; auxiliary enterprises. |
| (5) Improving legislative systems: | Support systems through the agreement of residents; issuing ordinances and establishing specialized organizations to take charge. |

In order to form well-united community



Reference 5

Targets of Home Life Improvement in Farm Life (Home Life)



How Do Extension Workers Carry on the Programme with Each Group at Four Stages

		Growth Stage of Target Groups		Extension Workers Attitude in Carrying Out Extension Activities
		Identifying a Target Group's Needs	Remarks	
Preparatory Activities	First Stage General Gathering	<ol style="list-style-type: none"> 1. A meeting (or gathering) is held only once and never takes place again.. 2. People attend a meeting with different purposes with no common goal existing within the group. 3. Subjects are often chosen in a haphazard manner. 		Blind Efforts Stage In organizing courses, for instance, extension workers do not know rural people's capabilities and their way of life; and rural people have no knowledge about extension workers. Extension workers simply make blind efforts to communicate with the people.
	Second Stage Short-term Group	<ol style="list-style-type: none"> 1. People attend meetings when subjects are of interest to them. 2. People attend meetings even if the gatherings require them to participate on two or three occasions. 3. Meetings with no future prospect. 4. Subjects are selected from among matters closely related to domestic life but most of them are still chosen for their general interest. 	People interested to learn some specific subjects attend a series of meetings, usually two or three.	Total Dependence Stage Rural people are entirely dependent on extension workers. At this stage the extension service is the extension worker's one-man show, with everything prepared and carried out by her. Rural people just follow the extension worker, and feel satisfied when learning something new. Though dependent on extension workers at this stage, there is the possibility of rural people developing into independent thinkers through group activities.
Main Activities	Third Stage Group in the Process of Solidifying the Foundation	<ol style="list-style-type: none"> 1. A group has a home life improvement plan. 2. Some of the group members have become regular participants in meetings. 3. Subjects are chosen from among matters related to home life. 4. Group members work together to solve common problems. 5. Group members are able to play responsible roles in group activities. 6. Group members have begun to record group activities. 	When a group becomes able to do one of those mentioned on the left, the group is considered to be in the process of solidifying its foundation.	Three-Legged Race Stage Having studied rural people's living environment, their knowledge and use of home technology, extension workers judge their capabilities, and work out extension programmes best suited to them. Both grow through home life improvement activities. By growing out of the total dependence stage, both rural people and extension workers become a team at this stage.

<p>Fourth Stage</p>	<p>Established Group</p>	<ol style="list-style-type: none"> 1. A group is able to make an annual home life improvement plan directly connected with the members' objectives. 2. Group activities go on without a hitch even if responsible roles are handed from one member to another. 3. Every group member discusses problems on an equal footing. 4. Group members keep records of group activities. 5. Group members understand the importance of joint activities which lead to home life improvement. 6. Achievements through group activities further contribute to the well-being of the community as a whole. 	<p>A group complying with all the 6 conditions mentioned on the left is considered to have solidly established itself.</p>	<p>Walk Hand in Hand Stage</p>	<p>Extension workers know very well about rural people's capabilities and their growth stage, and rural people recognize the contributions made by extension workers and accept them. Rural people try to solve their own problems on their own initiative with extension workers just offering assistance.</p>
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Remarks: As shown in the above chart, groups begin to meet various qualifications as they grow through stages. It is desirable for extension workers to develop their work in accordance with progress seen among the target group.

1. Extension Programme for a Specific Group

The specific extension programme is designed to give regular extension service to specific groups for specific periods. The fundamental principles are the same as those of the Comprehensive Extension Programme.

Namely, extension workers, fully aware of the natural, social and economic conditions of rural families and problems facing their home life, should identify their needs for home life improvement. Based on these identified needs, extension programmes should be worked out to solve the problems which rural families faced.

When conducting Intensive Guidance in a Specific Area, extension workers have to pay attention to relations between target group members and others as well as various external factors within the community. However, making Extension Programme for Specific Group involves simpler procedures than Comprehensive Extension Programme does.

When giving Intensive Guidance to Specific Group, the target rural families are usually more or less interested in home life improvement. Extension workers consider that the guidance should be continued with a clear outlook for the future while carrying on their programmes. Extension workers select target families through their own field experience. Naturally, extension workers may have some knowledge of the target families even though record of the extension activities in the past may not have been kept in order.

Extension workers usually have contact with the families through meetings and home visit before they choose the families as targets. Their thoughts and opinions about the families are kept in memorandum or perhaps remembered. Also, extension workers are expected to understand problems and needs of the families and know who assumes leadership.

Extension workers should make every effort to meet the expectations of the target group of farm families and comply with their needs. At the same time, extension workers should try to acquire knowledge on their actual living conditions and should set up the practical goal between actual reality and their expectations.

In other words, systematic activity, Extension Programme for Specific Group, by extension workers start at this stage. First, you identify the problems related to home life improvement and should choose subject which is to solve those problems. This work should be done as quickly as possible, hopefully in two months or so. More important however, is the solution of the problems and the process of resolving problems, i.e. the process of deepening mutual understanding between extension workers and target families through frequent contacts.

The extension service is aimed to help rural families to observe their own home life objectively, to set subject for home life improvement and to try to solve their own problems by themselves with or without advice by extension workers.

Intensive guidance to specific families is especially aimed at helping the group activities develop further. The extension Programme should be a procedure of the activities to make farm families better home life and to help them become independent thinkers to manage themselves well in society. Extension workers should carefully make the plan of each step of the programme. Therefore, the extension service should be conducted to help the families who may organize a home living improvement practice group and foster the group activities, at the same time, help the process of solving the problem and evaluating the result by the families.

The following is an explanation on how to make and implement an extension programme. However, the situation is different for newly-assigned extension workers and experienced ones. Those with experience are requested to pick up some important points from the following.

2. Outline of the Extension Programme for a Specific Group

Programme

- (1) Collecting the Problems facing rural families and acquiring knowledge on actual situations related to the problems
 - a. Acquire knowledge on outline of the situation.
 - b. Determine points to be surveyed through the analysis of the outline of the situation.
 - c. Prepare a questionnaire survey and determine how to administer the survey.
 - d. Conduct the survey.

- (2) Classification and assessment of the findings
 - a. Collect and sort out data.
 - b. Assess the results and make a list of problem for home life improvement.

- (3) Selecting Improvement Subjects from problems
 - a. Discuss how to select a subject among a list of subjects.
 - b. Group members select a subject themselves.

Implementing Programme

- a. Estimate when problem should be resolved.
- b. Work out a plan of first year action programme toward resolution of the problems.
- c. Make a process chart for resolving the problems.
- d. Implement the programme according to the above chart.

Measuring Effects

- a. Make a plan for evaluation.
- b. Evaluate the progress.
- c. Evaluate the results.

SUSTAINABLE COMMUNITY-BASED FAMILY PLANNING PROGRAMS

**Japanese Organization for International Cooperation in Family
Planning, Inc. (JOICFP)**

Humanistic Family Planning -- JOICFP's Philosophy

The Japanese Organization for International Cooperation in Family Planning (JOICFP) has been promoting humanistic family planning since its establishment. By humanistic family planning, we mean the following:

"The family planning (FP) concept can be promoted only after man awakens to rationalism and realizes that he must take necessary actions to protect his life and bring health and happiness to his family. FP programs should start with respect for humankind, and their ultimate aim should be to bring happiness to individuals."

Why does JOICFP promote humanistic family planning?

FP is fundamentally a very private matter. People will resent or disregard FP if it is forced on them in a top-down manner for the purpose of curbing population growth. Hence, FP can only be promoted if the community people themselves are motivated. We in Japan learned this lesson in our postwar period when the country witnessed rapid population increase. JOICFP was established in Japan in 1968 as an NGO to promote international cooperation in FP and has been implementing pilot projects with one question in mind:

"How can we implement FP activities with the full and active support and participation of the people at the grassroots?"

What constitutes the Japanese experience?

The Japanese government began FP promotion in 1952. In 1954, the Japan Family Planning Association (JFPA) was established as an NGO to carry out a massive FP campaign in close cooperation with the government. Under this arrangement, JFPA conducted IEC, CBD and training activities and gained many experiences. The following are the lessons learned:

- (1) FP programs must be based on a principle that is both acceptable and understood by the people. FP should be promoted as a means by which each and every citizen's family can attain health and happiness. If the program confronts people with the population problem, the people will not only find the concept difficult to understand, but the program will sometimes provoke resentment.
- (2) FP workers must be trusted and well-recognized by the community people, and be someone with whom they can openly discuss their concerns. FP is a very private matter because it concerns sex. Thus, it is important that the FP workers are trusted. One of the main reasons why Japan could spread the FP message across the nation in such a short time was that members of the established network of midwives and public health nurses were trained as FP workers so that they could provide FP within their package of health services. These people were already veterans of baby delivery, MCH and parasite and infectious disease control and had long-standing relationships with community people. Therefore, they could easily teach FP concepts.

- (3) To involve the community, it is necessary to appeal to the people's natural desire to avoid illness and to live happy and healthy lives with their families. To ensure that an FP program becomes deeply-rooted in the community and therefore becomes long-lasting, it is essential that it be combined with an activity that enlightens the people. The people must realize that the activities exist for their health and happiness, and must be mobilized into action.
- (4) To foster the community spirit and gain support to expand FP activities, active participation of groups of people is the most effective. In Japan, community-based activities were conducted in many localities around the country. Sub-units of 30-50 households grouped together and voluntarily began to conduct MCH, preventive health, environmental hygiene and self-reliance activities such as income generation. Most of these activities were conducted by women (housewives) who played a very active role in improving the life in the village and community development.
- (5) FP projects should not be conducted in a disjointed fashion by government and NGOs. They should be conducted under the tripartite cooperation of government (central and local), private organizations, and expert groups (academics). For that, we need to make a system whereby each group has a role that is fully recognized and each can have maximum say in its area of expertise, and one in which the groups can cooperate and give feedback to each other.

JOICFP's Integrated FP Projects: Experiences in Asia, Latin America and Africa

JOICFP first began implementing the Integrated Family Planning, Parasite Control and Nutrition Project (IP) based on the concept of humanistic family planning in Nantow Province, Taiwan, in 1974. Since then, JOICFP's IP has been implemented in 24 countries in Asia, South Pacific, Latin America and Africa. When we compare the people's attitudes and behavior towards FP and measure the acceptance rates in project and non-project areas, we have found that the IP definitely has a significant impact. As with any project, we have had some cases of failure, but they were due to management problems and not because the concept is unworkable.

What JOICFP learned from the IP

- (1) Trust must exist between FP workers and the community people before there can be success.
- (2) Grassroots communities are very realistic. They only actively participate in something that clearly demonstrates/guarantees benefits for their lives and health. Once they decide voluntarily to join in the activities, the collective energy of the people can be utilized to push the activities along. For example, once people accept the program they will develop new ideas themselves and new ways of financing the activities will be sought and pursued. A very effective approach is required to capture the attention of illiterate people deprived of healthcare in developing countries. From our experience, parasite control activities, in particular ascariasis (roundworm) control, have an enormous effect on the people. Such activities have an immediate impact on health to instantly capture the attention of the people and heighten their concern about health matters.
- (3) FP promotion is more effective when it is presented as an integral part of MCH and other PHC activities.

- (4) Establishment of local steering committees has been proven effective in the promotion of the IP. This committee must include members who can take a leadership role. For instance, in Ghana each project area has a local steering committee, and its members (usually ranging from nine to 18) include school teachers, pastors, representatives of mothers' clubs, farmers, "market mammies" (women market vendors), cooperative representatives, etc.
- (5) Women play a major role in FP promotion. Once motivated and given the opportunity, women will be an energetic force in the society and can exert influence on men and encourage their participation.
- (6) Technical cooperation between developing countries (TCDC) has worked well for the IP because the countries that share experiences have a common ground on which they stand.
- (7) All international cooperation projects must stress self-reliance to ensure continuity. From the very beginning of activities, people should be asked to pay for services, even token amounts.
- (8) The tripartite cooperation of government, NGO and experts is a key to success.
- (9) In the area of NGO involvement, the unique role of NGOs must be recognized by the government. The partnership of NGOs should not be sought solely for the purpose of cost-sharing. They must be able to fully serve their advocacy and pioneering role in the society. NGOs can also reach special groups of people such as minorities, indigenous people, slum dwellers, etc., who would otherwise be missed by the government system. In many cases, FP promotion works better if NGOs are at the front line of program promotion.

What are the challenges for Japan after Cairo?

By Ryoichi Suzuki, Program Officer, Japanese Organization for International Cooperation in Family Planning (JOICFP), Tokyo, Japan

Milestones up to the Cairo Conference

In 1954, the first World Population Conference was held in Rome, Italy. World population at this time was still only 2.7 billion. When the second conference was held in Belgrade, Yugoslavia, in 1965, world population had expanded to 3.3 billion. The conferences were attended mainly by experts from population-related fields and discussions focused on the future implications of rapid population increase, especially in developing countries.

However, in the decade between these two conferences, virtually no support was provided by the governments of developing countries to follow up population policies and programs.

Twenty years ago in 1974, the UN organized the Bucharest Conference as the first government-to-government conference on population and development. Government representatives of 135 countries from throughout the world attended to discuss the issues of population and development. The participants recognized that the then world population of 4 billion and its expected rapid increase were serious issues that could not be ignored. The conference was divided by debates between North and South, and East and West, but finally ended with the adoption of the World Population Plan of Action. In adopting the plan, the participating countries had reached consensus on the importance of setting population policies to maintain balance with the development program of each country.

The "macro" approach to population issues was further strengthened by the 1984 Mexico City Conference, which was attended by 148 countries. World population had reached 4.8 billion by this time. Governments attending the conference provided reports on efforts taken by their countries to slow population growth and to establish integrated population and development policies and programs.

Empowerment of women – a significant focus of the Cairo Conference

The world's population will reach 5.7 billion within 1994, twice the figure of 40 years ago when the Rome Conference was held. What is the significance of the Cairo Conference? The conference clearly has one important significance. The new World Population Program of Action reflects the united efforts of women working to advance the concepts of women's health and rights. The program embodies the view that more attention should be given to the "micro" approach to population -- one that furthers the empowerment of women through the implementation of reproductive health and rights programs.

The people who took the lead at this conference were not the experts, government representatives or religious leaders. Rather, it was the women who led the way. Women

across the world joined hands to achieve the shared objective of gaining recognition of reproductive health and rights and to empower women to participate in the decision-making process of development programs.

Reproductive health and rights – key words of Cairo

Although the most important aspect of the conference from the viewpoint of organizers was the adoption of the World Population Program of Action, the real achievement should be the actual implementation of the action program in each country. "Reproductive health and rights" were key words of the Cairo Conference. The ideals behind these words may be easy to describe, however their practice and the implementation of programs to achieve them are extremely difficult. Significant obstacles stand in the way.

I strongly believe that nothing should be allowed to hinder the pursuit of reproductive health and rights. We should strive to overcome any pressures from society, religion or government to halt their advance. Society, religious groups and governments should be positive supporters of this struggle. After all, half the population of the world is women. Naturally, the empowerment of this group will automatically bring benefits to society as a whole.

Position of Japan

It is indeed significant that Japan took a firm, positive stand on reproductive health and rights at the conference. The Government of Japan clearly expressed its position on reproductive health in the speech delivered by the head of the official delegation. The speaker introduced some of Japan's experiences, specifically its efforts to improve the country's maternal and child health situation. He spoke of both the development of the country's system of MCH services and Japan's success in decreasing infant mortality and birth rates through promotion of reproductive health activities.

The Government of Japan took the opportunity provided by the conference to reconfirm its commitment to extending US\$3 billion in official development assistance to population and AIDS for a seven-year term from 1994 to 2000. The importance of government partnership with non-governmental organizations (NGOs) was also stressed in the speech.

The Japanese government made its position clear to the international society. It is committed to further advancing reproductive health and rights at home, while actively providing assistance in the field of population and AIDS on an international level.

Challenges for Japan at home

Within Japan, however, many issues need to be resolved before real reproductive health and rights can be achieved. Perhaps the most symbolic obstacles to achieving this aim are related to the "Eugenic Protection Law" and the low-dose oral contraceptive pill.

The Eugenic Protection Law was enacted 46 years ago in 1948. In practice, it is utilized to make induced abortion legal in Japan. For Japanese women, however, the law represents an

obstacle to the pursuit of reproductive health and rights as endorsed by the Cairo Conference. The law, they argue, needs to be amended since it still states as its objective "to prevent increase of inferior descendants from the eugenic point of view and to protect the life and health of the mother as well."

Moreover, Japan is one of the very few countries around the world that has not legalized the low-dose oral contraceptive pill. This is despite the fact that in more than 160 countries, the pill is utilized as a modern and effective method of contraception.

Widening the choice of contraceptives for women in Japan should be pursued from the view point of reproductive health and rights.

The family planning survey of the Mainichi Shimbun shows that around 80% of family planning acceptors in Japan rely on the condom, a male method of contraception. According to official figures, around 400,000 induced abortions are conducted in Japan annually. While the number of annual induced abortions has remained below the 1955 peak of 1.17 million, there are high rates of abortions among the age group of teenagers and women after their late 30s, indicating a high failure rate of contraception. Around one-fourth of Japanese women have experienced at least one induced abortion in their lifetime.

Obviously, from the view point of reproductive health and rights, the access that Japanese women have to contraceptives is still not satisfactory. We must seriously tackle this issue with the ultimate aim of decreasing the number of abortions conducted in Japan. There should be a widening of choice of safe and effective contraceptive methods to avoid unwanted pregnancy and abortion. Japan therefore still faces many challenges in strengthening the practice of reproductive health and rights at home, even after Cairo.

The international society has long called for Japan to take a leadership role in international cooperation in population and other fields. However, the outcome of the Cairo Conference has significance for Japan itself since it presents the Japanese people with the best opportunity yet to review the situation of health and rights of Japanese women.

Global Issues Initiatives (GII)

The Government of Japan declared its commitment to international assistance to population under the Global Issues Initiative (GII) on Population and AIDS in February 1994. Many developing countries and international NGOs have since made inquiries to Japan about the contents and systems of the GII. The Cairo Conference, I hope, will motivate the Japanese Government to accelerate actions related to the GII. The government is dispatching project formulation teams this year to the priority countries to determine the most appropriate assistance and collaboration for each country. According to the GII guidelines, assistance provided under the initiative should be used for activities to advance the empowerment of women through programs that embody a comprehensive and integrated approach. The guidelines also call for the utilization of existing resources and projects; the strengthening of multi-bilateral cooperation schemes, and the strengthening of partnerships with NGOs. It is

our duty to carefully monitor the implementation of the GII from the beginning to ensure that programs reflect the spirit of the Cairo document.

New ear of women

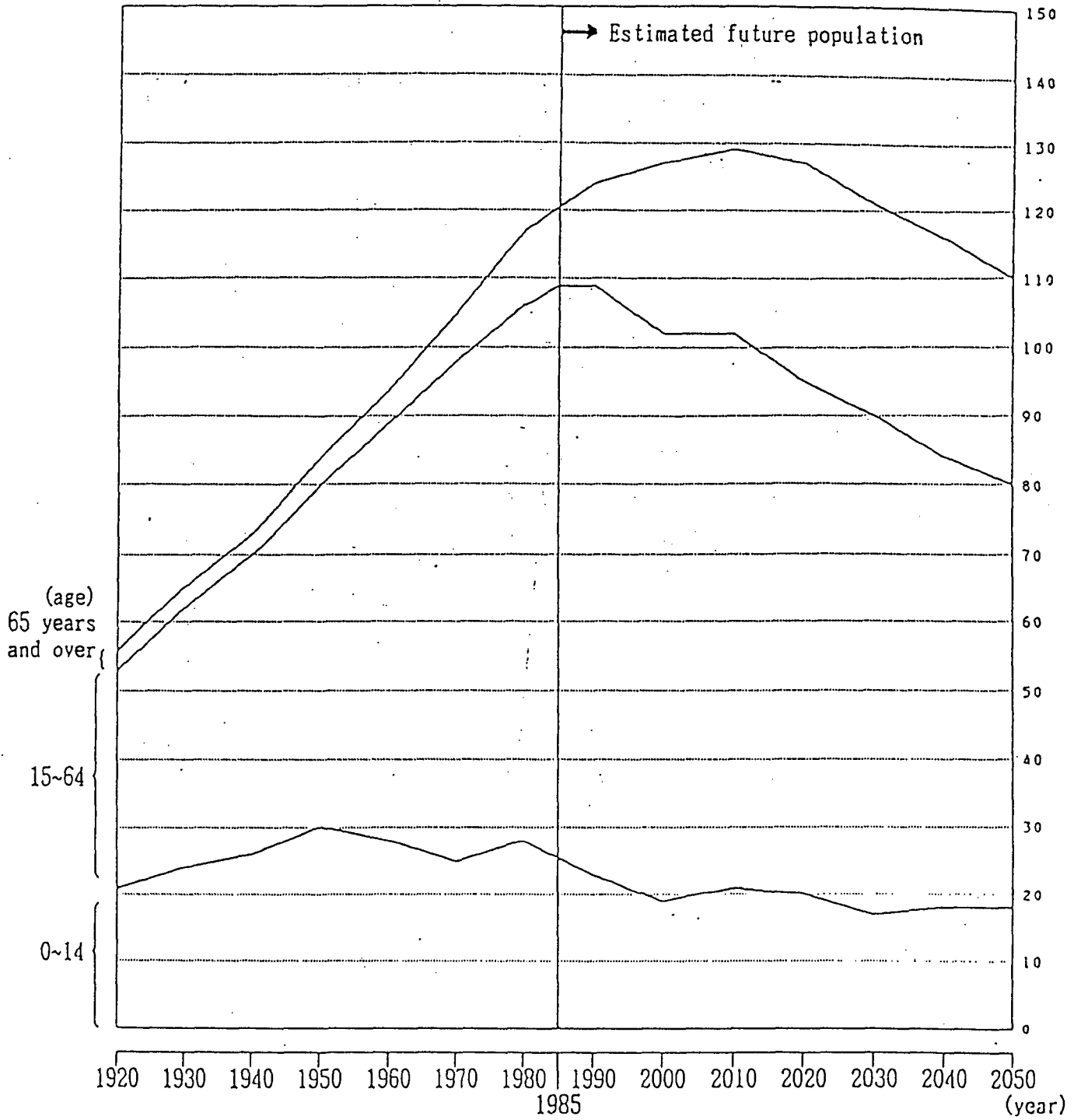
The Cairo Conference has shown us that despite the long life expectancy and high standard of health enjoyed in Japan, the country still has a long way to go in terms of reproductive health and rights. A review of the situation within Japan is therefore necessary. We should recognize that from a women's view point, there are many aspects that need to be improved. In this sense, the Cairo Conference has enlightened many people about the challenges that we face within Japan.

At Cairo I could sense the powerful spirit of women who are united by their cause of advancing reproductive health and rights. With my own eyes, I witnessed the dawning of a new ear for women in the 21st century.

This dynamic force will become even stronger and open up a new direction for women ahead of the World Conference on Women to be held in Beijing, China, in September 1995.

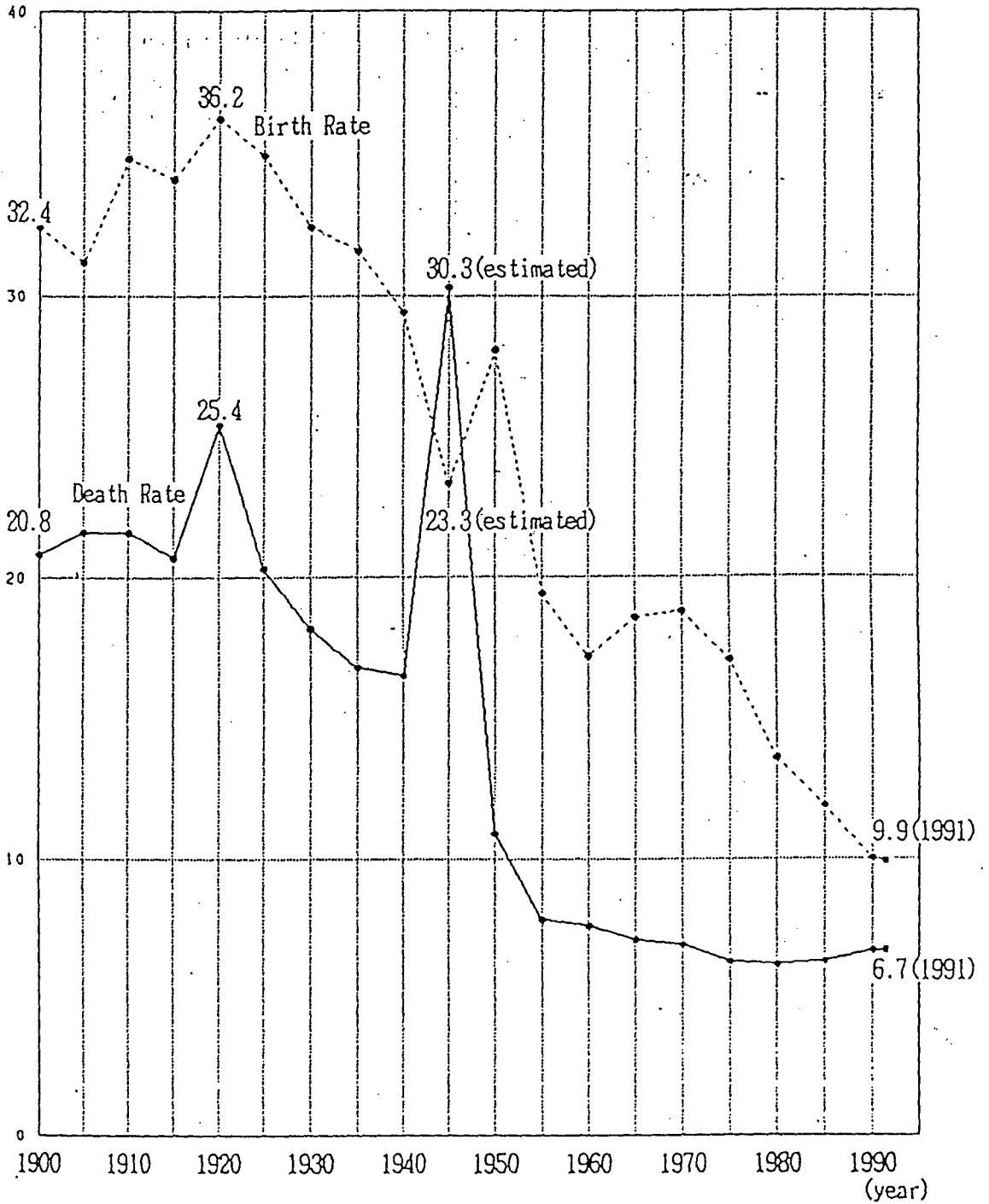
Population Trends : Past and Future

(population : million)



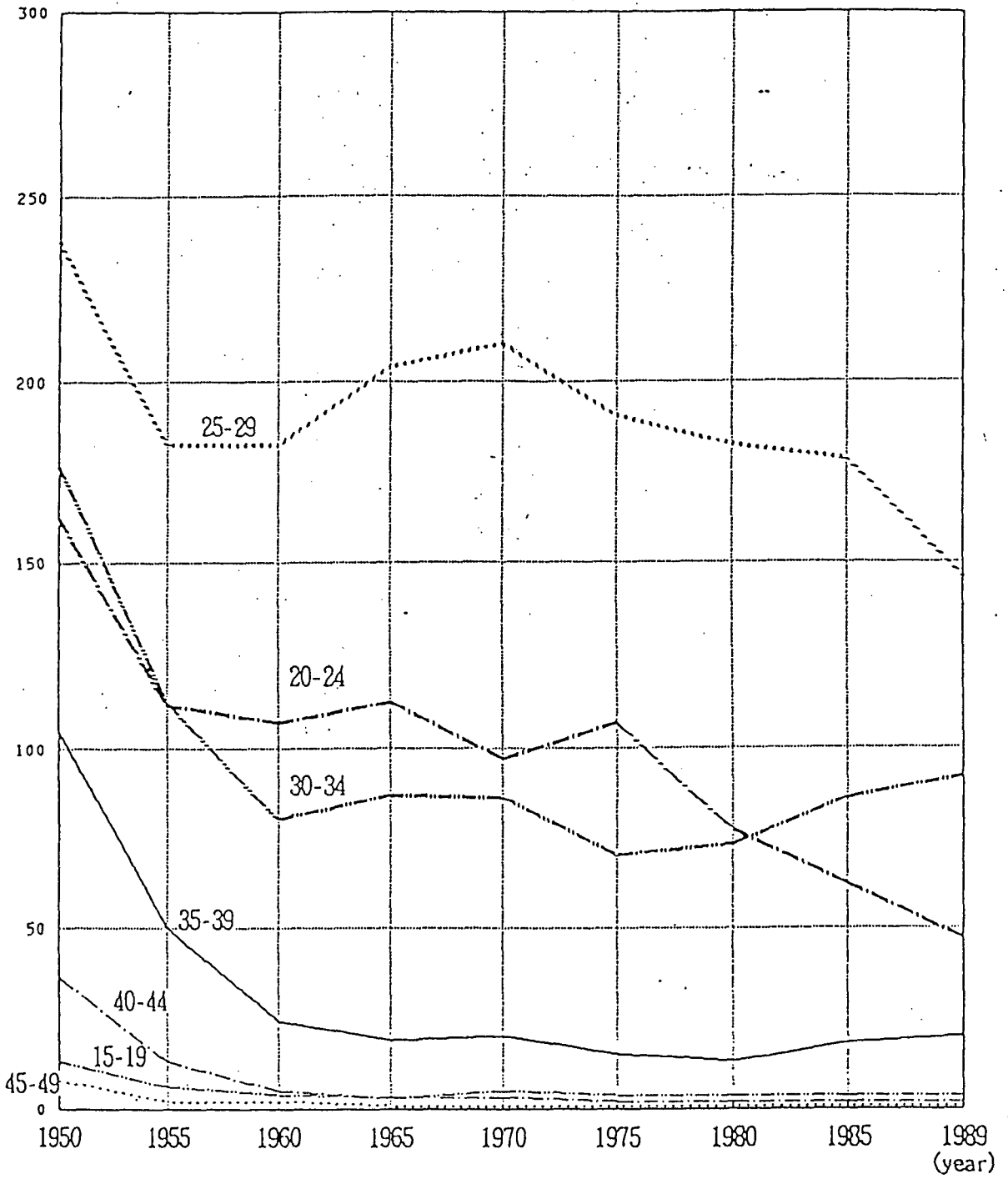
. Birth and Death Rates

(per 1,000 population)



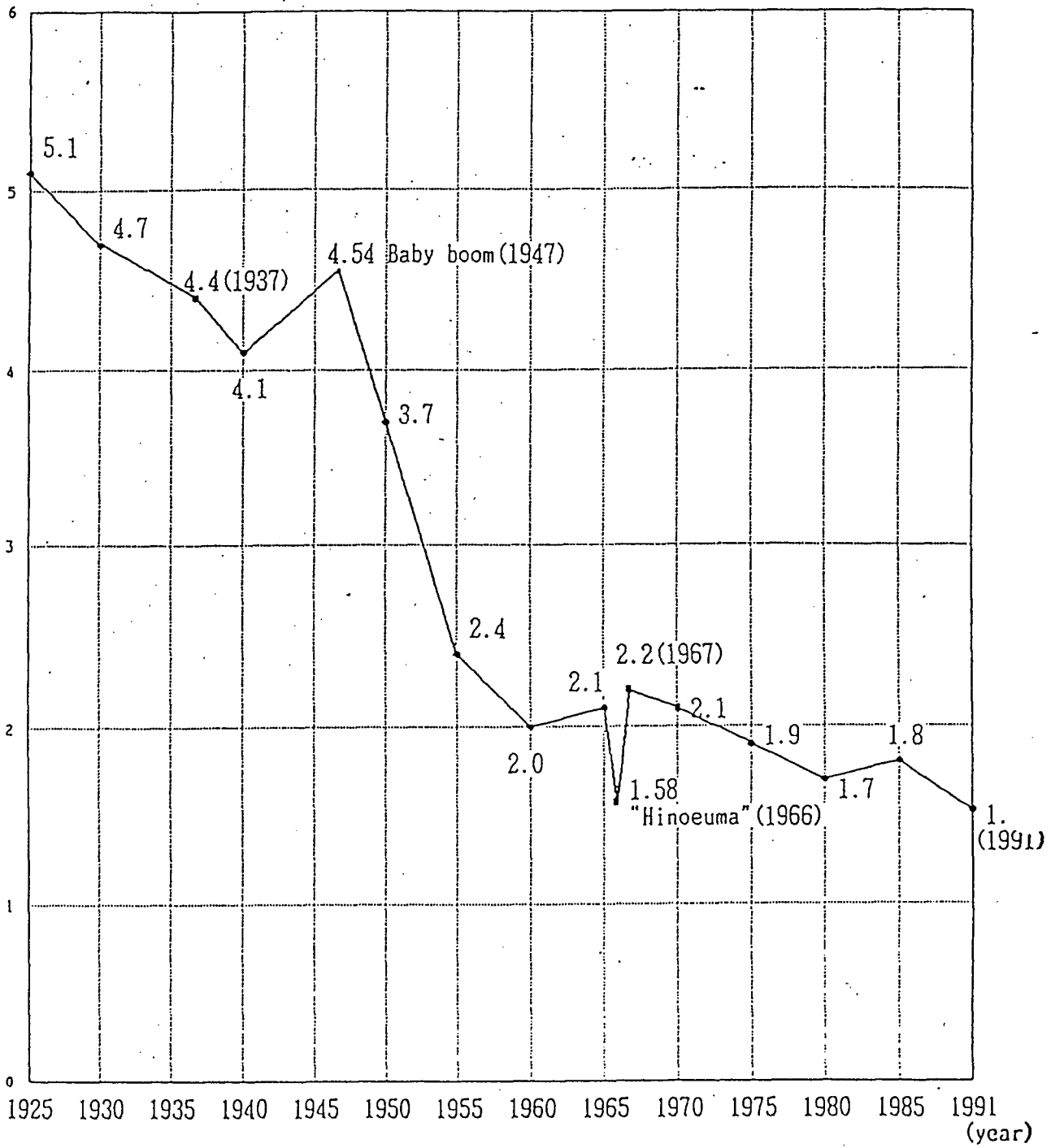
Age-Specific Fertility Rates

(per 1,000 women)

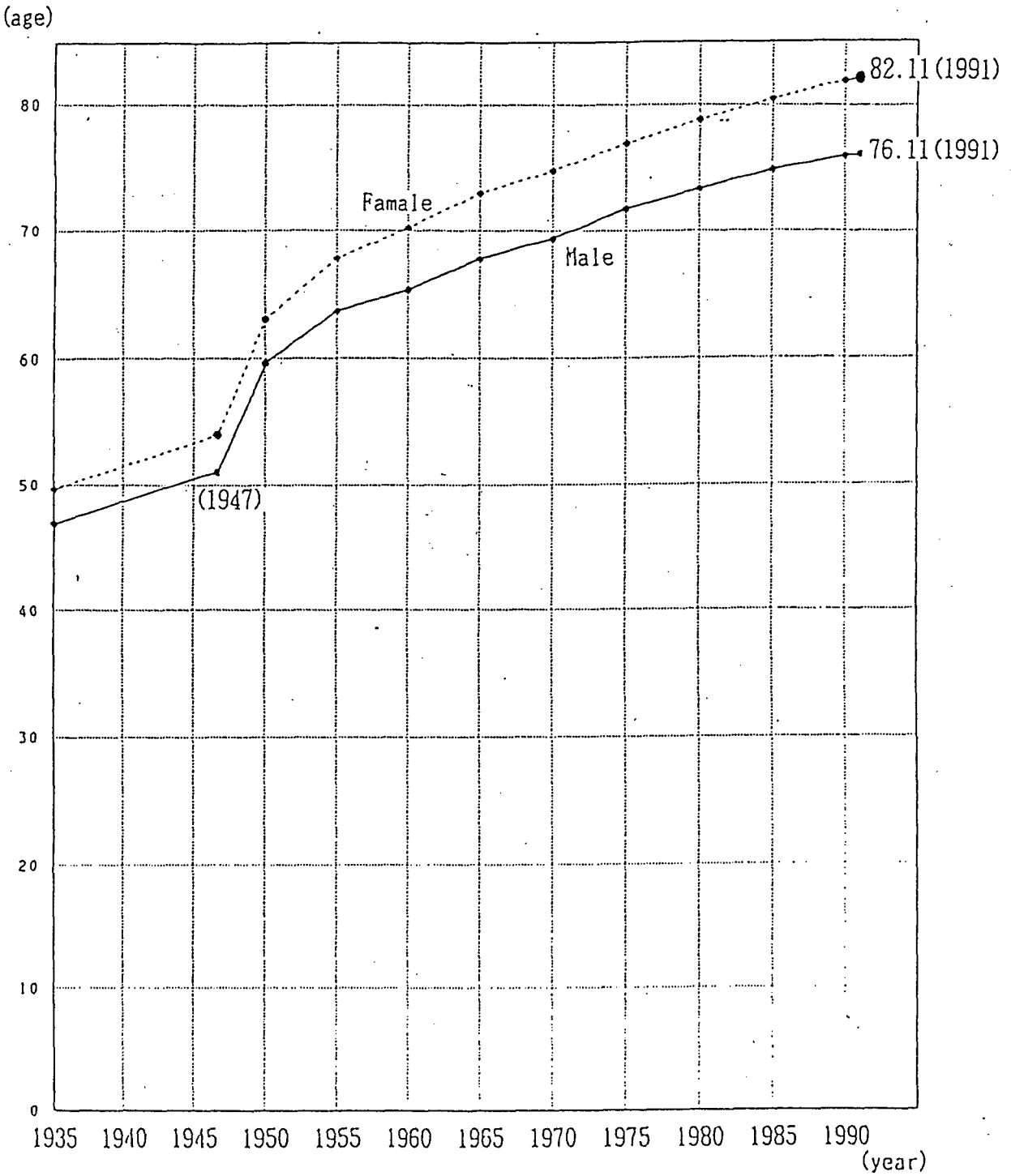


Average Number of Children (Total Fertility Rate)

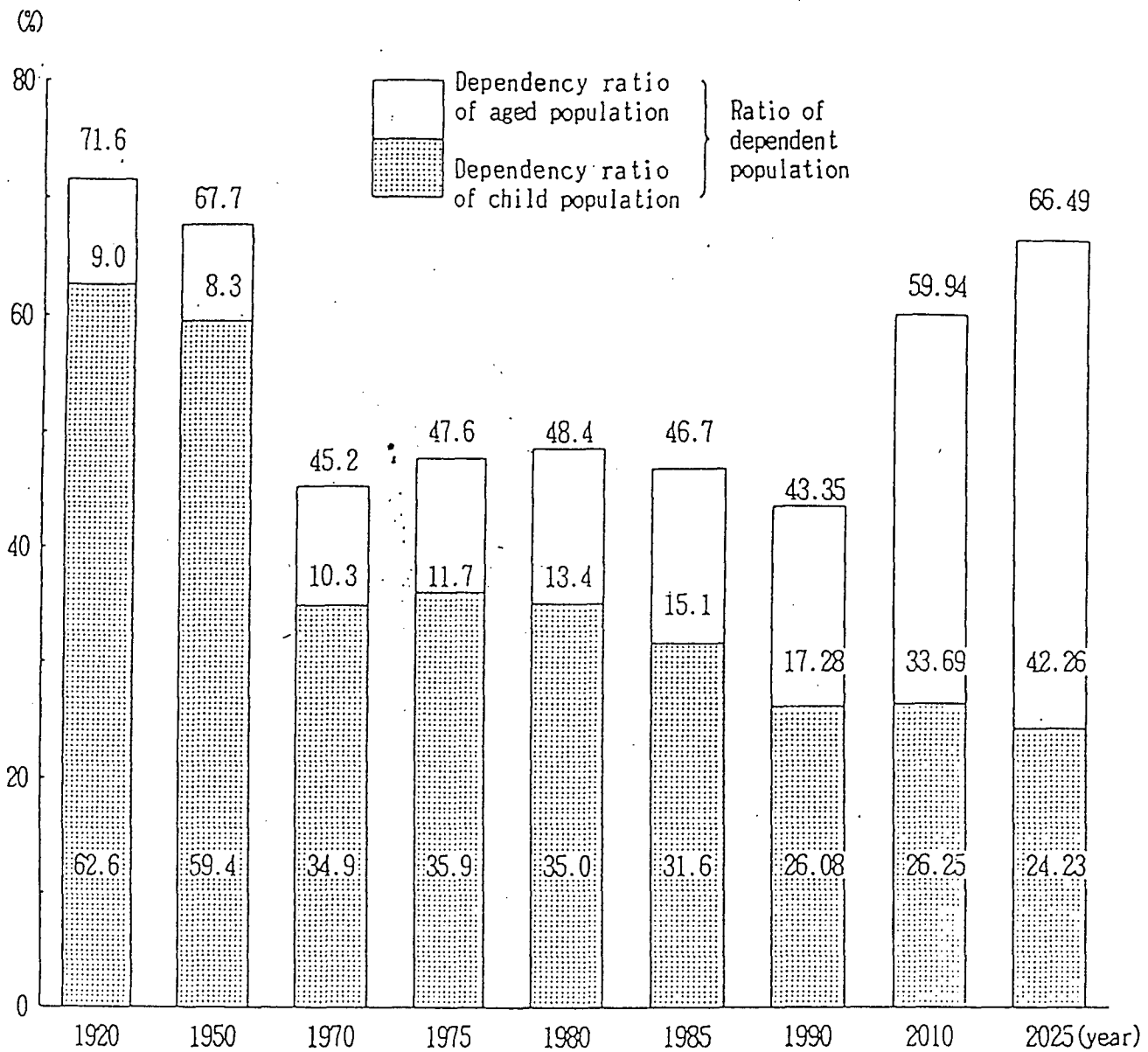
(number of children)



Life Expectancy at Birth



Ratio of Dependent Population



Note :

Ratio of dependent population

$$\frac{(\text{population aged } 0\sim14) + (\text{population aged } 65 \text{ and over})}{\text{population aged } 15\sim64} \times 100$$

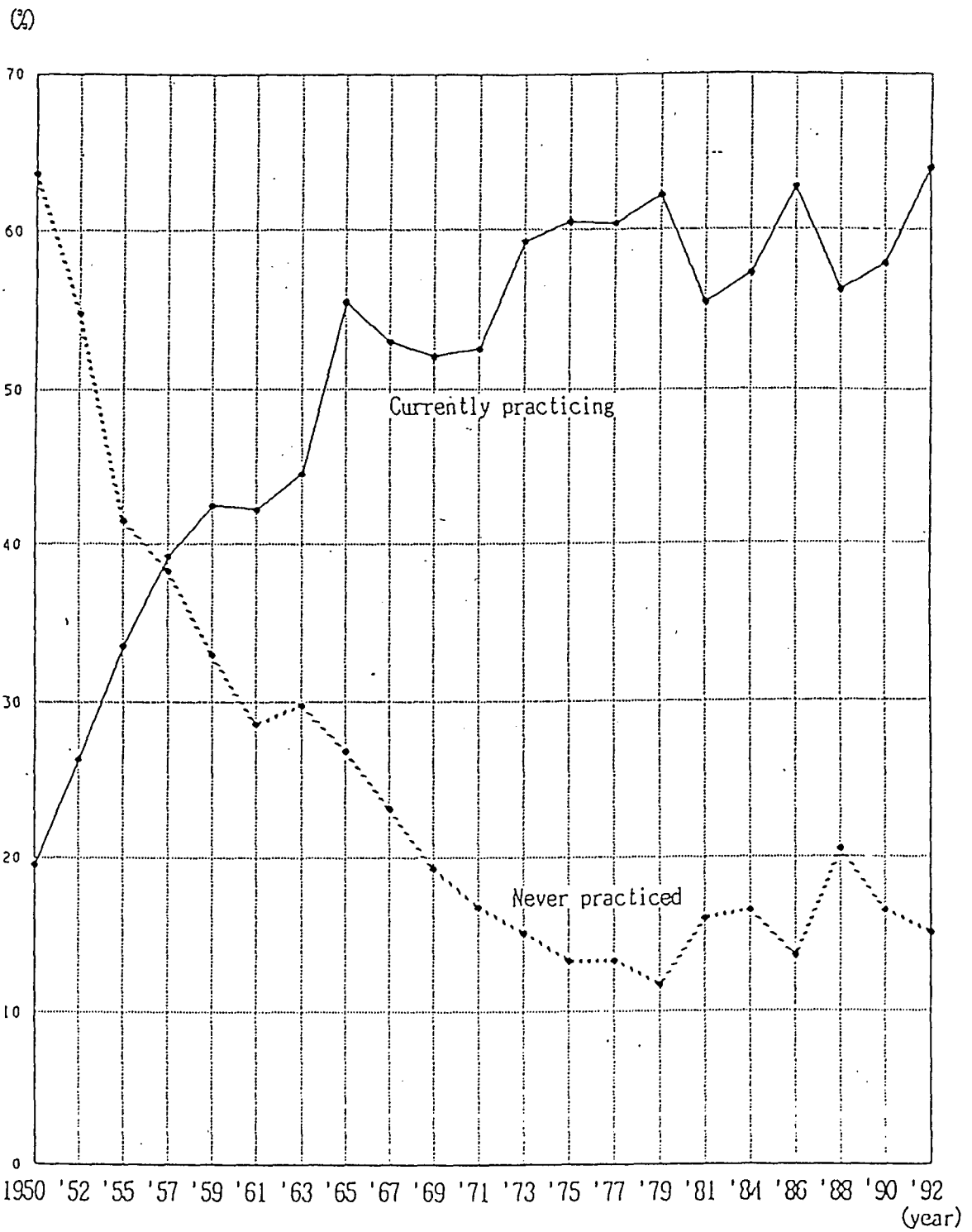
Dependency ratio of aged population

$$\frac{\text{population aged } 65 \text{ and over}}{\text{population aged } 15\sim64} \times 100$$

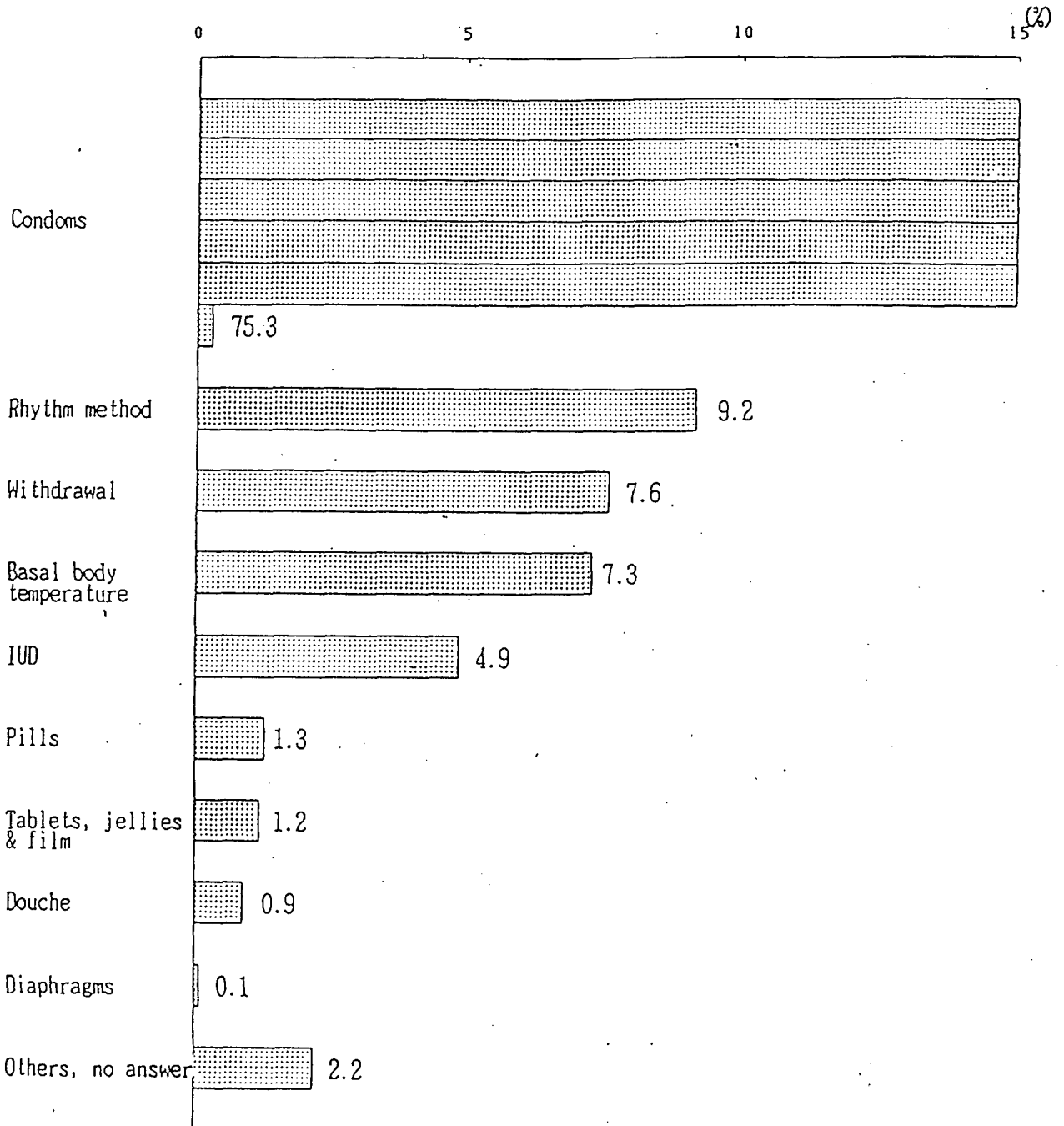
Dependency ratio of child population

$$\frac{\text{population aged } 0\sim14}{\text{population aged } 15\sim64} \times 100$$

Prevalence of Contraceptive Practice



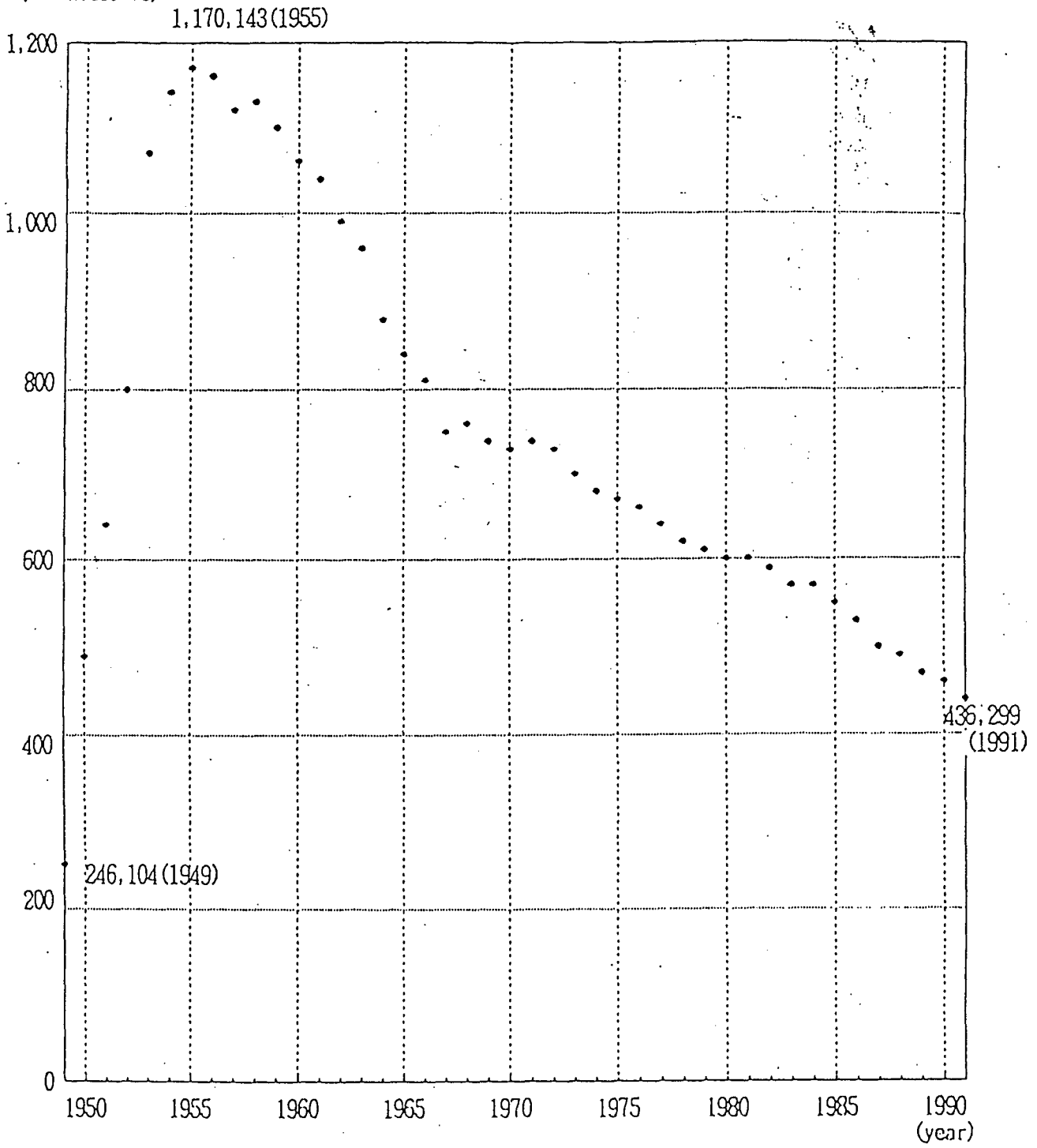
Methods of Contraception, 1992



Note : Responses excluding sterilized couples (husband, wife or both) were allowed to report up to two methods. Respondents included in the survey were married women aged below 50.

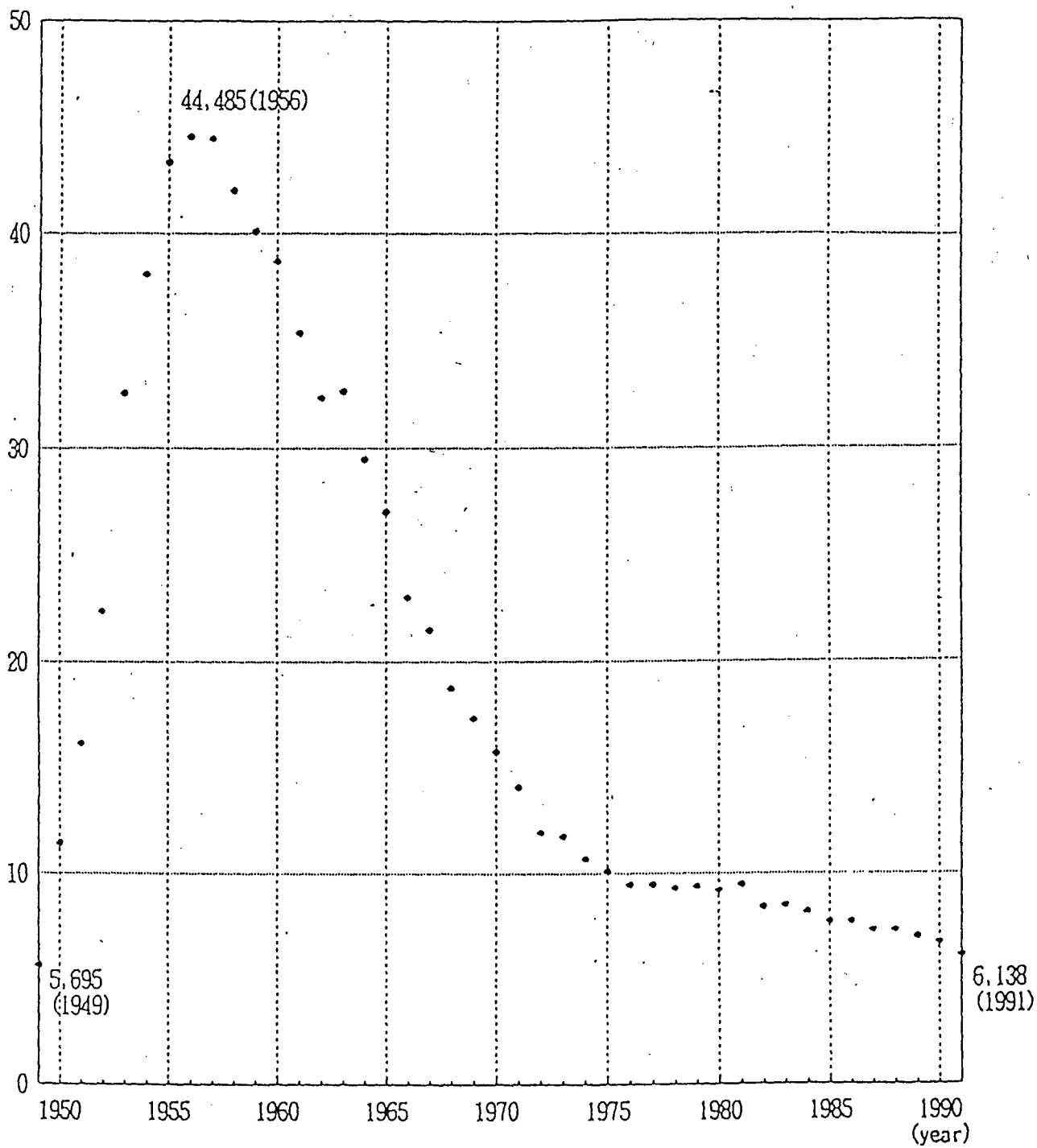
Reported Induced Abortions

(in thousands)



. Reported Sterilization Operations

(in thousands)



A Brief History of the Family Planning Movement in Japan

- 1922 Mrs. Margaret Sanger's first visit to Japan.
Japan Birth Control Study Group, first of its kind, formed by volunteers in Tokyo.
- 1924 Ogino Theory (rhythm method) established.
- 1928 Increased government pressure on the birth control movement; government forces private birth control counselling centre to close.
- 1939 Government puts into practice regulations to control harmful contraceptives.
- 1941 Government designs guidelines for population expansion policy.
- 1946-47 Formation of Japan Pregnancy Regulation Institute and various other private birth-control-related organisations.
- 1948 Enactment of Eugenic Protection Law (liberalisation of abortion).
- 1949 Government approves production of contraceptives.
Eugenic Protection Law revision allows abortion for economic reasons.
- 1952 Establishment of nation-wide system of family planning workers; initiation of national-level training for such workers.
Start of New Life Movement at enterprises.
- 1954 House of Councillors of Japan invites Mrs. Sanger to speak on birth control.
Establishment of Family Planning Federation of Japan (FPFJ), and the Japan Family Planning Association.
Council on Population Problems, a government advisory body, recommends the promotion of family planning as part of population policy.
- 1955 Eugenic Protection Law revision allows sales of contraceptives by family planning workers. *ウチで売ります*
Fifth International Conference on Planned Parenthood held in Tokyo, under the joint auspices of International Planned Parenthood Federation (IPPF) and FPFJ.
Government initiates family planning programme for low-income people.
- 1956 FPFJ and the Ministry of Health and Welfare (MOHW) hold First National Assembly of Family Planning.
- 1957 Establishment of Tokyo Family Planning Association.
- 1958 Government transfers family planning administration from the Public Health Bureau to the Maternal and Child Health (MCH) Department of the Children's Affairs Bureau, MOHW.
- 1959 Mrs. Sanger meets with Prime Minister Kishi.
- 1962 100th issue of *Kazoku Keikaku (Family Planning)*
- 1963 Eight Japanese delegates attend the 7th IPPF International Conference, held in Singapore.
IPPF Western Pacific Regional Office opens in Tokyo.
MOHW launches an orientation course on family planning, for newly-married couples.
- 1965 Mrs. Sanger receives 3rd Class of the Order of the Sacred Treasure from Japanese Government.
Enactment of Maternal Health Law.

- 1966 Mrs. Sanger dies.
National Assembly of Family Planning combines with Maternal Health Convocation.
- 1967 First government-sponsored Family Planning Seminar for Asian people is held.
- 1968 Japanese Organization for International Cooperation in Family Planning (JOICFP) is established, with Mr. Kishi as president.
- 1969 Japanese government contributes \$100,000 to IPPF, as its first foreign aid to family planning.
- 1970 Japanese population exceeds 100 million people.
- 1973 Experts in family planning/population and journalists form the Council on Population Education.
A team of Japanese parliamentarians visits India, Indonesia, the Philippines, and Thailand, to observe family planning and population programmes.
- 1974 Formation of Japanese Parliament Federation on Population.
Council on Population Problems recommends measures against population increases.
The concerned voluntary organisations, including JOICFP, the Japan Family Planning Association, and the Council on Population Education, hold the Japan Population Conference.
Government authorises Ota ring.
At the first Conference of the newly-formed Asian Parasite Control Organization, the idea of integrating family planning with parasite control, is introduced.
- 1975 Dr. Ogino, initiator of the rhythm method, dies.
The government awards Mrs. Kato, President of FPFJ, the First Class of the Order of the Sacred Treasure.
- 1976 MOHW issues instructions that abortion is allowed up to the sixth month of pregnancy.
- 1977 MOHW entrusts the Japan Family Planning Association with genetic counselling services and training of personnel.
The average number of children, desired and actual, is indicated as less than two.
- 1978 Nuclear families account for about 60 per cent of all households in Japan.
- 1979 A Chinese team visits Japan to observe family planning and MCH programmes.
- 1982 The name of the Japan Family Planning Association's monthly newsletter is changed from *Family Planning* to *Family and Health*, reflecting the shifting emphasis of the programme, a shift itself based on changing needs of society.

5 Key Factors for the success of FP in Japan
(in 1950s to 1960s)

1945: End of World War II

- 1) Family Planning Concept:
FP is an integral part of MCH
- 2) Collaboration between GO and NGO
- 3) Enthusiasm of public health nurses and practicing midwives as family planning workers
- 4) Community participation/invlovement
Active participation of
Community-based organizations
- 5) New Life Movement by enterprises

-
- ◎ Teen-age abortions
 ~ Adlescent health in 1977
 - ◎ Abortions of women in their 30s and over - 61%
 - ◎ Aging society
 ~ Quality of Population
 ~ Quantity of Population

J F P A' s S l o g a n

"EVERY CHILD IS A WANTED CHILD."

- LET' S GIVE BIRTH TO HEALTHY BABIES.
- LET' S PROTECT THE HEALTH OF MOTHERS.
- LET' S CREATE HAPPY AND HEALTHY FAMILIES.

Program Development

- 1) Development and promotion of family planning concept
- 2) Training of family planning workers and upgrading of their quality
- 3) Development and dissemination of effective IEC materials
- 4) Community-based fee-charging distribution of contraceptives

4th ICA/Japan Training Course for Women Leaders of
Agricultural Cooperatives in Asia
From October 17 to November 12, 1994, Tokyo, Japan

Activities and Tasks to be Tackled
with in the Women's Association
of Agricultural Cooperatives

October 21 (Fri), 1994

By
Ms. Kiku Odagiri
Assistant Section Chief
Office for National Council
of Women's Association of
Agricultural Cooperatives
JA Zenchu

1. Organizational structure of Women's Association of Agricultural Cooperatives

(1) Three tier system

Primary level → Prefectural level → National level

(2) Present situation of the organization (As of 1991)

Number of members	2,169,200
Number of organization in primary level	3,092 organizations
Prefectural level organization	47 "

(3) Problems to be tackled with

- 1) Decrease in the number of members
- 2) Aging of members
- 3) Establishment of a three category-groups system

2. Activities of the National Council of Women's Association of Agricultural Cooperatives (JA Zen Fukyo)

(1) Policy for the activities of the National Council for Women's Association of Agri. Coops in fiscal 1992

The year 1991 was the big turning point for the National Council of Women's Association of Agricultural Cooperatives and the organization had 40 years anniversary for its foundation. In order to realize the big target of "The Path towards 21st century for Women's Association of Agricultural Cooperatives", we established "The Plan for Vitalization of the National Council of Women's Association of Agricultural Cooperatives" (San-san plan) in two years ago and the plan is implemented at present. Also, in order to expand and deepen its implementation within members and non-members of the women's association, we suggested to promote "Study campaign for 3 million women". Let's make a new step for the implementation of the plan to make women's associations of agricultural cooperatives as a fully matured organization. Four major activities to be

emphasized in the campaign are as follows.

- 1) Securing safety in dieting habits to protect health of family members.
- 2) In respond to the progress of advanced aged society,we will create a society where aged people can spend their life without anxieties.
- 3) Creating a comfortable environment of the earth for our posterity through protecting our immediate living environments.
- 4) Uplifting a status of women.

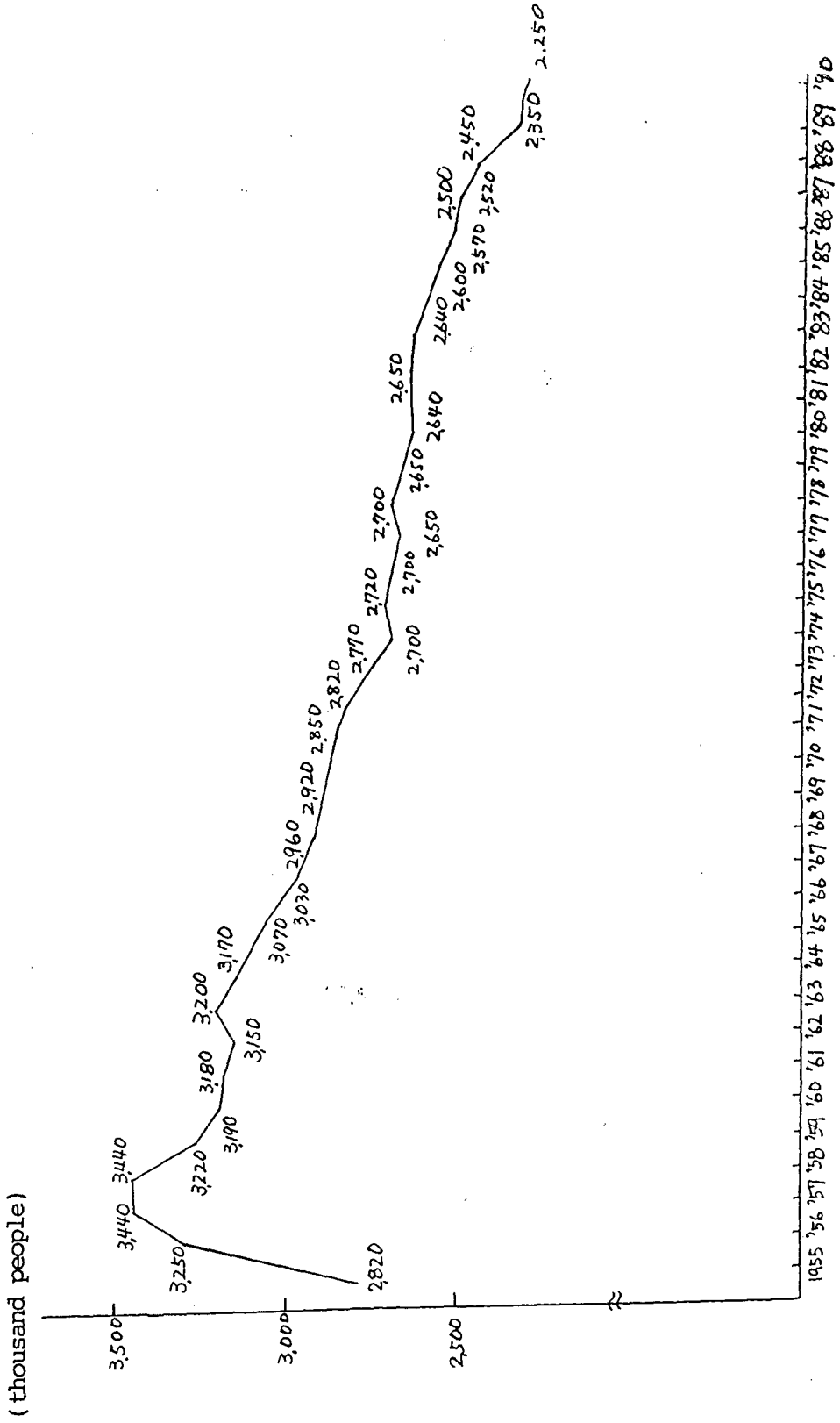
(2) Results of the activities of the National Council of Women's Association of Agricultural Cooperatives in fiscal 1991

Item	Matters to be implemented by Zen-Noh Fukyo	Period for implementation
1. Measures for organizations		
(1) Dissemination of the sun-sun plan by Zen-Noh Fukyo and its implementation	1) Dissemination at district leaders training 2) Implementation of "Study campaign for 3 million women"	July-Aug. One year
(2) Dissemination and implementation of "The Path for W. A. of Agri. Coops toward 21st Century"	1) Implementation of "Plan for Vitalization of Women's Associations" and "Study meetings for 3 million women".	One year
(3) Implementation of memorial events for 40th anniversary	1) Holding 37th National Congress of Women's Association of Agri. Coop in commemoration of 40th anniversary of its foundation 2) Publication of "10 years history after 30 years anniversary"	Jan. 23, 24, 1992 March, 1992
(4) Measures for young members	1) Revision of naming of "Young Wives Group" Publication of pamphlet for defusion of the new name 2) Implementation of National Speech Contest for Young married ladies 3) Campaign for promotion of participation of young wives 4) Promotion of ridge walking events for mother and children	May, October October → Application Dec. → Contest Jan.~ March, 1992
(5) Promotion of women's participation	1) Implementation of campaign for officials of Women's Association to join in their agri. coops as regular members 2) Promotion of joining agri. coops and paying share capital-savings for cultural activities	June → Start Mar. 1992 → Review One year
(6) Holding leaders training at each district	1) Dissemination, implementation of "Sun-sun Plan of Zen-Noh Fukyo" 2) Report Meeting on Activities of Women's Assoc.	July ~ August
2. Measures for agriculture		
(1) Farm management	1) Presentation of excellent farm management 2) Extension and promotion of group activities such as hand made processing for each commodity	July ~ August One year
(2) Promotion of safety use of agri. chemical and farm machineries	1) Promotion of safety use of agri. chemical and farm machineries	One year

Item	Matters to be implemented by Zen-Noh Fukyo	Period for implementation
(3) Measures for local residents	1) Implementation of exchanges within a area on the theme of "Foods and Agriculture" 2) Defusion and promotion of regular market by women's association 3) Supplying local products for school lunch 4) Joint sponsorship for 30th National Congress of Consumers	April ~ Dec. One year One year Nov. 14, 15 (Plan)
(4) Agricultural lobbying activities such as demands for producers price of rice	1) Demanding producers price of rice for 1991 measures for establishment of agricultural policy to support farmers 2) Measures for prevention of import liberalization of agricultural products	April ~ July April ~
3. Measures for better living		
(1) Promotion of health care activities	1) Promotion of health screening 2) Reviewing dieting habits 3) Promotion of sports to maintain health	One year One year One year
(2) Activities to protect consumption life	1) Promotion of campaign to use statistics for living • Implementation of survey on living judged by book keeping activities 2) Strengthening joint purchasing activities with autonomous participation	Oct. ~ Nov. One year
(3) Activities to protect living environment	1) Campaign to use powder soap 2) Measures for rearing children "Get-together for mother and children"	One year One year
(4) Measures for elderies	1) Promotion of helper for elderies 2) Promotion of study activities on "Aged life for women and life designing" 3) Promotion of participation in National Agriculture Midori National Pension Funds"	One year One year One year
(5) Measures for safety of living	1) Promotion of getting rid of non-insured motor bike	One year
4. Study • Suggestion activities		
(1) Suggestion activities	1) Promotion of discussion months with agri.coops	Jan.~March, 1992
(2) Study activities	1) Promotion of "Study activities for 3 million women" Producing video film Preparation of text books Promotion of using monthly magazine "Ie-no hikari" 2) Publication of series of text books 3) Publication of "Nokyo Fujinbu Dayori"	One year Sep. ~ Nov.

Item	Matters to be implemented by Zen-Noh Fukyo	Period for implementation
	4) Reading circle for "Nihon Nogyo Shimbun" and "Ie-no-hikari" 5) Positive participation in study circle organized by agri. coop organizations and others 6) Defussion and use of "Handbook for Women's Association of Agricultural Cooperatives" 7) Defussion of the badge and the flag	One year One year One year One year
(3) International exchange	1) Joint sponsorship of Women's Conference of Cooperatives Steering Committee Activities for Women's Committee of ICA Tokyo Congress in 1992 2) Exchange with virious visiting organizations	
5. Holding various conferences		
(1) Holding conferences for the organization	1) 41st regular meeting 2) Board of directors meeting 3) Auditors meeting 4) Presidents Conference for Presidents of Prefectural Council of Women's Association of Agricultural Cooperatives 5) Joint Conference for Prefectural Presidents and offices	16, May 15, May, other days 15, May March, 1992
(2) Holding various training course	1) Joint Training for Prefectural Presidents and offices 2) Joint Sponsorship for 30th National Congress of Consumers 3) Joint Sponsorship for 34th National Women's Association on "New life and saving" 4) Jont Sponsorship for memorial events for 5th Women's Day for Agri. Forestry, Mountain village Area	17, May 14~15, Nov. (Plan) 31, Jan., 1992 10, Mar., 1992 (Plan)

Trends of number of members in Women's Association of
agricultural cooperatives



Present Condition of Agriculture in Japan

As already reported often in IDACA News, agriculture and agricultural cooperatives in Japan are at a crucial stage, facing increasingly severe problems, such as the aging of farmers, a lack of young people to take over farming from older generations, liberalization of farm produce, reduction of rice acreage and cooperative restructuring. In Japan, therefore, the Ministry of Agriculture, Forestry and Fisheries, agricultural cooperatives and various other agricultural organizations are working together to formulate every possible measure to solve a host of such difficult problems. As one of the steps to promote solutions, efforts are being exerted to establish a regional agriculture promotion system (through the development of hamlet farming on a group basis in accordance with regional agriculture promotion plans).

Following is the outline of the present condition of Japanese agriculture reassessed by JA-Zenchu's Farm Management and Better Living Department from the standpoint of accelerating regional agriculture promotion plans. (Tables on pages 8 and 9 are based on information gleaned from JA-Zenchu.)

1. Diverse Agricultural Management Bodies

(1) Changes in Number of Farm Households in Full-time and Part-time Categories

Farm households in 1991 totaled 3,789,000, representing a decrease of about 1.2 million to three-quarters of the 1975 level.

A look at marketing farm households in full-time and part-time categories shows that the number of households in Category I: Part-time farm households decreased significantly by 63 percent between 1975 and 1991.

Of all farm households, those in Category II: Part-time farm households and self-supplying farm households constitute 75 percent.

(2) Changes in Number of Farm Households by Size of Land Under Farming Operation

Against the backdrop of a decrease in the number of farm households, farming operations tend to be expanding, with an increase of farm households having 3.0 hectares or more of land.

(3) Changes in Number of Farm Households with A Core Male Farm Workforce

A look at the core farm workforce in the 16-29 age group shows that it has been reduced to one-quarter of the 1975 level whereas the workforce aged 60 and over has increased by 18.8 percent.

The core male farm workforce aged 60 and over, which accounted for 35.2 percent of the total in 1980, increased in 1990 to form 54.6 percent.

(4) Changes in Number of Young People Fresh out of School Taking up Farming

In 1991, the number of young people engaged in agriculture after graduating from school was 1,700, marking a decline. On the other hand, of the new school graduates who took up employment in other industries, those concurrently working on their home farms or quitting jobs to return to the farms increased over the previous year.

(5) Changes in Number of Agricultural Production Corporations

Agricultural production corporations come in four different categories, i.e., agricultural producers' cooperative corporations, partnerships, limited partnerships and limited companies, but they are predominantly composed of agricultural producers' cooperative corporations, and limited companies.

A look at changes in the number of agricultural production corporations in recent years shows that limited private companies have been on the increase since 1985 whereas agricultural producers' cooperative corporations decreased in 1991, and that the total number of agricultural cooperative corporations registered a decrease in 1991.

In terms of primary farm crops, rice and wheat production — typical land utilization-type agriculture — remained stagnant since the 1980s, but in 1991, 41 additional agricultural production corporations were inaugurated, bringing the total to 599.

By membership, agricultural producers' coop-

6 IDACA NEWS

Reproduced from IDACA NEWS No.57, October 1 1994 Issue. Published by the Institute for the Development of Agricultural Cooperation in Asia (IDACA), Tokyo. Japan

erative corporations top the list with between five to 10 and limited companies, with three to four.

(6) Number of Agricultural Service Entities

Agricultural service entities total 21,814 nationwide.

By entity, there are many farm household groups and agricultural cooperatives.

2. Progressive Aging of Farmers and Increase of Female Farmers

(1) Agricultural Production Relying on Elderly Farmers

The ratio of elderly people (aged 60 and over) in the farming population, which stood at 35.8 percent to the total farming population in 1980, rose to 52.5 percent in 1990, accounting for the majority of the farming population.

Again, the share of progressively aging farm households (with members aged 60 and over mainly engaged in farming operations) in the production of staple farm crops is 28 percent and 24 percent on a rice and vegetable acreage basis, respectively, and 30 percent on a fruit growing acreage basis. Obviously the share has risen in recent years.

(2) Women Shouldering Agricultural Production

A look at farming operations in terms of the number of men and women involved shows that about one-third of marketing farm households are engaged in agricultural production with women working full-time (together with the support of men or with women only).

(3) Increasing Fatal Accidents During Farming Operations

In such circumstances, the number of fatal accidents involving farmers at work is increasing annually. While the number of women involved in accidents is substantial, it is men who are overwhelmingly involved in such accidents, presumably because of the mechanization of farm work.

By age group, farmers aged 60 and over accounted for about 60 percent of the total fatalities in 1990, as a result of the progressive aging of the farming population.

3. Present Status of Agricultural Production

(1) Changes in Component Ratio of Total Agricultural Output

Although agricultural production has leveled off in recent years, the total agricultural output increased in 1989 and 1990 on an upsurge in farm product prices, but the total agricultural output in 1991 came to ¥11.4548 trillion, almost the same level as in the previous year.

By category, the weight of rice diminished in 1991 to place second after livestock. As a whole, the ratio of vegetables, however, increased.

(2) Changes in Food Self-Sufficiency Rate

The food self-sufficiency rate continues to decline. The self-sufficiency rate on a calorie basis is 46 percent and the cereal self-sufficiency rate stands at 29 percent.

In an item breakdown, only rice and eggs have almost attained domestic self-sufficiency, while most other farm products rely on imports.

4. Present Status of Farm Household Economy

In recent years, the ratio of non-agricultural income to farm household income has increased, and more than 80 percent of farm households rely on income from non-farming business.

Again, the rate of household expenses covered by farming income has decreased also, now standing at only 22 percent.

By full-time and part-time farm households, the rate of household expenses covered by farming income is only 8.6 percent in the case of Category II: Part-time farm households, but 76.2 percent in the case of full-time farm households and 96.2 percent in the case of Category I: Part-time farm households. The rate is 116.2 percent in the case of full-time farm households with a core male workforce.

In terms of the size of land under farming operation, the larger the size, the higher the rate of self-sufficiency.

5. Present Farmland Situation

(1) Changes in Area of Arable Land

The area of arable land, which covered 5.2 million hectares nationwide in 1991, is annually diminishing.

(2) Changes in Non-Planted Land and Abandoned Farm

In 1990, non-planted land and abandoned farmland covered 160,000 hectares and 217,000 hectares, respectively. Abandoned farmland has tended to increase in recent years. The tendency was pronounced between 1985 and 1990 in particular.

(3) Changes in Farmland Liquidity

In recent years, arable land for cultivation has been converted to other uses through the establishment of the utilization rights instead of through the transfer of ownership.

In 1990, the area of arable land diverted to other uses through the establishment of the utilization right (under the Farmland Utilization Promotion Law) covered 51,000 hectares.

Japanese Agriculture As Seen From Statistics

Changes in Number of Farm Households in Full-time and Part-time Categories

(Unit: 1,000 households)

Year	Total number of farm households	Marketing farm households					Self-supplying farm households
		Total	Full-time farm households	Part-time farm households			
				Total	Category I: Part-time farm households	Category II: Part-time farm households	
1975	4,953	...	616	4,337	1,295	3,078	...
1980	4,661	...	623	4,038	1,002	3,036	...
1985	4,229	3,315	498	2,817	758	2,058	914
1990	3,835	2,971	473	2,497	521	1,977	864
1991	3,789	2,936	460	2,476	478	1,998	852

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Changes in Number of Farm Households by Size of Land Under Farming Operation (prefectures)

(Unit: 1,000 households)

Year	Total	Marketing farm households							Self-supplying farm households
		Total	Up to 0.5 ha.	0.5~1.0	1.0~2.0	2.0~3.0	3.0~5.0	5.0 ha. or more	
1975	4,819	...	1,995	1,436	1,086	236	67	9	...
1980	4,542	...	1,921	1,304	980	240	82	13	...
1985	4,120	3,215	804	1,182	883	234	93	19	905
1990	3,739	2,884	705	1,049	782	222	100	26	855
1991	3,695	2,851	632	1,058	797	227	107	30	844

Sources: MAFF, "Agricultural Census" and "Agricultural Survey"

Changes in Number of Agricultural Production Corporations

Item	Year						
	1980	1985	1988	1989	1990	1991	
Agricultural production corporations	3,200	3,168	3,609	3,633	3,816	3,748	
Limited companies	1,939	1,825	1,986	2,020	2,167	2,184	
Agricultural producers' cooperatives corporations	1,240	1,324	1,605	1,593	1,626	1,541	
Rice/wheat farming	727	553	546	548	558	599	
Livestock	1,131	1,262	1,472	1,462	1,564	1,508	

Source: Agricultural Structure Improvement Bureau, MAFF

Changes in Farming Population by Sex and by Age

Year	Combined total of men and women	Men					Women				
		Subtotal	16~29	30~59	60 years and over		Subtotal	16~29	30~59	60 years and over	
					65 years and over	65 years and over				65 years and over	
1980	6,973	2,674	321	1,211	1,142	837	4,300	390	2,553	1,357	875
1985	6,242	2,444	203	1,019	1,222	874	3,798	236	2,097	1,465	919
1990	5,653	2,249	154	731	1,364	962	3,404	161	1,597	1,646	1,059

Note: Figures for 1980 are based on old definitions.

Source: MAFF, "Agricultural Census"

Overview of Farm Household Economy (national)

(Unit: 1,000 yen)

Item	Year	1965	1970	1975	1980	1985	1990
Farming income (A)		365.2	508.0	1,146.0	952.3	1,065.5	1,163.1
Non-agricultural income (B)		395.6	885.2	2,268.4	3,562.9	4,437.0	5,438.4
Farm household income (C)		760.8	1,393.2	3,414.4	4,515.2	5,502.5	6,601.5
Income from pension, donations, etc.		74.3	198.7	546.3	1,078.6	1,413.4	1,797.2
Total farm household income (D)							
Household expenses (E)		835.1	1,591.9	3,960.7	5,593.8	6,915.9	8,398.7
Household expenses (E)		654.5	1,225.2	2,650.0	3,942.0	4,700.7	5,274.3
(B) / (C)	(%)	52.0	63.5	66.4	78.9	80.6	82.4
(A) / (E)	(%)	55.8	41.5	43.2	24.2	22.7	22.1

Source: MAFF, "Farm Household Economy Survey"

Changes in Area of Land Under Cultivation (national)

(Unit: 1,000 hectares)

	1975	1980	1985	1988	1989	1990	1991
Total area	5,572	5,461	5,379	5,317	5,279	5,243	5,204
Paddy fields	3,171	3,055	2,952	2,889	2,868	2,846	2,825
Upland							
Total area	2,402	2,406	2,427	2,428	2,410	2,397	2,380
Ordinary upland	1,289	1,239	1,257	1,280	1,282	1,275	1,266
Orchards	628	587	549	511	487	475	464
Pastures	485	580	620	636	642	647	649

Source: MAFF, "Statistics on Land Under Cultivation and Acreage Planted"

Changes in Non-Planted Land and Abandoned Farmland

(Unit: hectares)

	Non-planted land				Abandoned farmland				Area ratio of abandoned farmland (1990)
	1975	1980	1985	1990	1975	1980	1985	1990	
National	209,957	184,334	140,310	159,998	131,422	123,078	134,870	216,785	4.7
Hokkaido	28,083	13,655	9,382	7,922	31,808	24,120	23,325	10,374	1.0
Prefectures	181,874	170,678	130,927	152,076	99,613	98,958	111,544	206,411	5.8

Source: MAFF, "Agricultural Census"

Outline of Conversion of Arable Land for Cultivation to Other Uses (national)

(Unit: hectares)

Area	Year	Article 3, Farmland Law and Farmland Utilization Promotion Law			Article 3, Farmland Law			Farmland Utilization Promotion Law	Article 20, Farmland Law	Exceptions to Article 19, Farmland Law
		Transfer of ownership		Land for tenant farming	Establishment of lease	Establishment of right through loan for use	Provision and transfer of right accompanying consignment of farming operations to agricultural cooperative	Provision of utilization right	Cancellation of lease, etc. (for purposes, including abolition of farmland)	Termination of utilization right
		Land owned by independent farmers								
		Nongratis	Gratis							
	1975	47,568	43,283	2,552	5,909	4,529	356	11	3,792	—
	1980	40,496	65,026	1,716	10,185	57,900	399	27,397	5,857	(3,700)
	1985	38,098	52,780	2,039	5,818	74,148	150	41,404	7,912	18,869
	1988	35,168	42,279	2,555	5,416	80,184	147	55,471	10,612	27,840
	1989	36,086	39,548	1,746	5,448	74,345	125	53,992	11,371	24,446
	1990	34,435	37,096	2,740	5,396	73,820	123	51,880	11,866	22,961

Source: Agricultural Structure Improvement Bureau, MAFF

November 7, 1994

Ms. Kyoko Miyamoto

1. History of better living adviser of agricultural cooperative
 - 1) Life improvement activities at the early period of establishment of agricultural cooperatives
 - 2) Establishment of better living advisor system.
 - 3) Better living adviser should first tackle the problem of health
 - 4) Seeking tasks based upon the survey on the actual conditions of life & living of members & their families
 - Seasonal creche (nursery school)
 - Joint cooking
 - Book keeping
 - Health control
 - 5) Establishment of Better living group
 - 6) Improvement of better living structure
 - 7) Activity for reviewing life & living
 - A campaign for increasing self-supply amount of farm products up to 500,000 yen
 - A campaign for rationalization of marriage & funeral ceremony
 - A campaign for review of farmhousehold economy
2. Roles of better living adviser & the scope of its activities
 - 1) Activity for strengthening ties between members
 - 2) Activity as a pipeline role between member & agricultural cooperative
 - 3) Activity for reviewing living & livelihood together with members
 - 4) Activity for promotion of new village development
 - 5) Activity as better living adviser in multi-purpose agricultural cooperative society
3. Future tasks to be tackled by better living adviser

一人も
百人のために
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一人のために

ONE FOR ALL, ALL FOR ONE.

4th ICA/Japan Training Course for Rural Women Leaders of
Agricultural Cooperatives in Asia
From Oct. 19 to Nov. 12, 1994

Itinerary for Study Visit to Chiba Prefecture

As of Oct. 14, 1994

Oct. 24 (Mon)

10:00~12:00	Leave IDACA for Tokyo by bus
12:30~13:00	Lunch
13:00~14:30	Visit to "the Edo Tokyo Museum"
14:30~16:00	Leave the Museum for the hotel
16:00	Arrive at the hotel and free

Accommodation: Hotel Springs Makuhari
Tel: 043-296-3111 / FAX: 043-296-3795

Oct. 25 (Tue)

9:15~10:00	Leave the hotel for JA Chiba Pref. Union by bus
10:00~12:00	Briefing on "The Outline of Agriculture and Agri. Coops in Chiba Prefecture"
12:00~13:00	Lunch & recess
13:30~14:00	Observation of the Milling Factory of the JA Chiba Pref. Economic Federation
15:30~16:30	Tomisato Dairy Processing Plant of Zennoh
17:30	Arrive at the hotel

Accommodation: Hotel Springs Makuhari

Oct. 26 (Wed)

9:00~10:00	Leave the hotel for JA Sanbu by bus
10:00~12:00	Briefing on "The Outline of Agriculture and Agri. Coops in the area"
12:00~13:00	Lunch and recess
13:00~15:00	Observation of the facilities of the coop (Vegetable Collection & Shipment Facility, Agri. Machinery Centre, etc.)
15:00~	Assemble at the Chiyoda branch office and move to the host family's house (Participants are to be divided in three groups)

Home Stay

Oct. 27 (Thu)

9:30~10:00 Assemble at the Chiyoda branch office and move to the Main Office of JA Sanbu

10:00~12:00 An exchange meeting with the JA Sanbu Women's Association members

12:00~13:00 Lunch & recess (Lunch is supposed to be prepared by W.A. members)

13:00~15:00 Continue meeting

15:00~16:00 Leave the JA Sanbu for the hotel

Accommodation: Hotel Springs Makuhari

Oct. 28 (Fri)

8:30~ 9:30 Leave the hotel for JA Sanbu to pick up representative members of the Women's Association

9:30~12:00 Move to the Kamogawa Sea World (Aquarium)

12:00~13:00 Lunch

13:00~14:00 Visit to the aquarium

14:00~18:00 Move from Kamogawa to the hotel via JA Sanbu

Accommodation: Hotel Springs Makuhari

Oct. 29 (Sat)

9:30~10:10 Leave the hotel to the Tokyo Disneyland

10:10~17:00 Visit to the Disneyland

17:00~19:00 Move from the Disneyland to IDACA by train

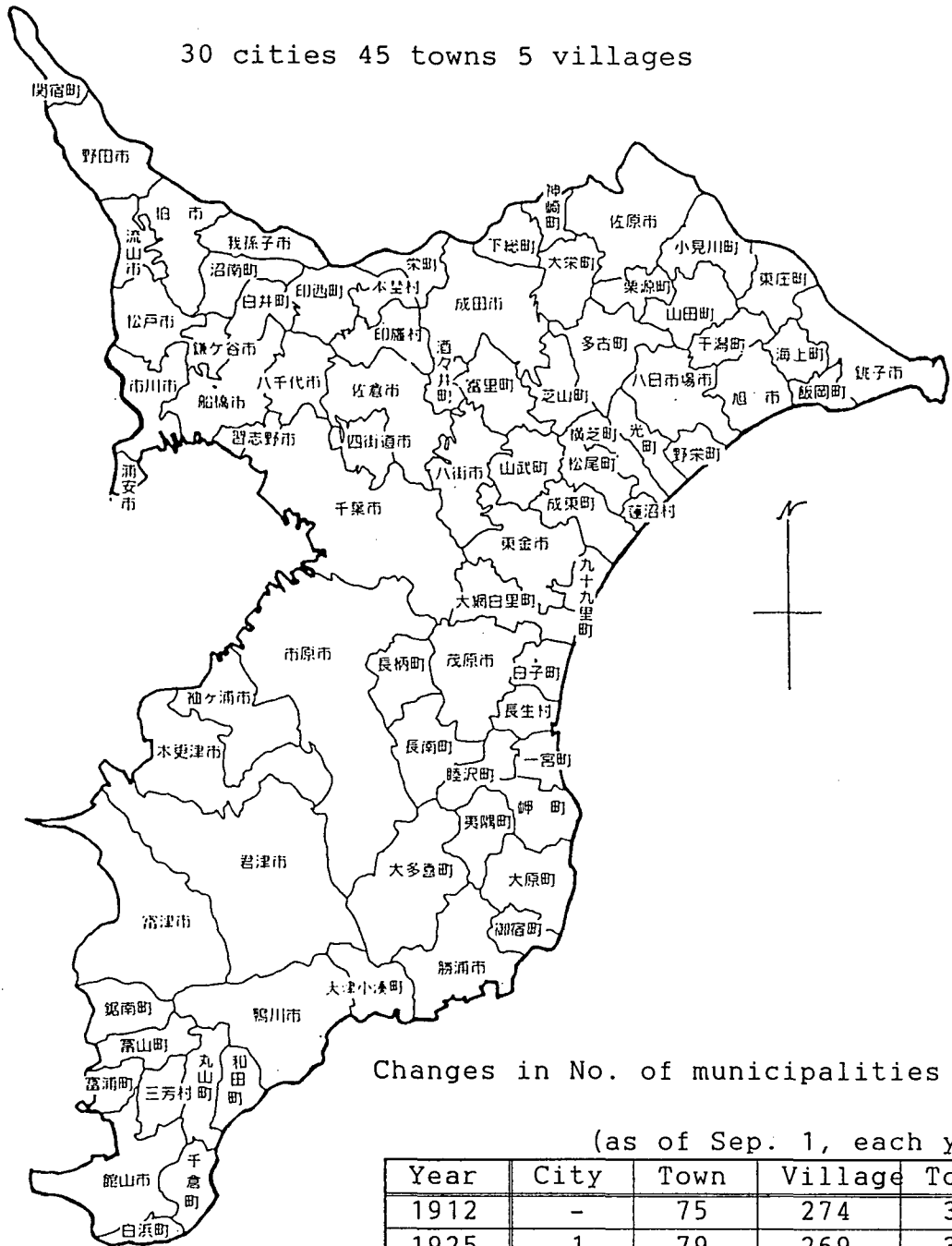
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I . Outline of Chiba Prefecture

I. Outline of Chiba Prefecture

Map of Chiba prefecture (as of March 31, 1994)



Changes in No. of municipalities

(as of Sep. 1, each year)

Year	City	Town	Village	Total
1912	-	75	274	349
1925	1	79	269	349
1930	1	87	260	348
1935	3	85	250	338
1940	5	81	235	321
1947	7	81	226	314
1950	8	80	222	310
1955	17	71	23	111
1960	18	69	14	101
1965	19	65	10	94
1970	22	58	7	87
1975	26	47	7	80
1981	28	45	7	80
1983	28	46	6	80
1985	28	47	5	80
1991	29	46	5	80
1992	30	45	5	80

1. Location of Chiba Prefecture and Coastal line

Located in the eastern part of the central part of Honshu island, it is a protruded peninsula facing the Pacific ocean, stretching long in south north. In east southern part is facing the Pacific ocean and in some parts of the west is formed the Tokyo bay. In the north western part, it is bordered on Tokyo and Saitama prefectures across the Edo river. In the north is joined with Ibaragi prefecture bordering the Tone river. It looks like it's an island. Total land area is 4,934.04 km and the coastal line is 498.8 km.

In topography, it is characterized by various regional varieties such as hilly area in Boso peninsula, a plateau in Shimousa area, plain area spread across the Tone river and plain area in Kujukuri coastal area. In the southern part of the peninsula is found hilly area with 200~300 m in height. In the north is mostly a plain area.

1) Area and population density

(As of Oct. 1, each year)

Year	Total No.		Cities		Counties	
	Area	Population density (per km ²)	Area	Population density (per km ²)	Area	Population density (per km ²)
1975	5,114.82	811.2	2,905.84	1,188.5	2,208.98	314.9
1980	5,142.60	920.8	2,923.08	1,342.4	2,219.52	365.6
1985	5,150.14	999.6	2,982.99	1,473.3	2,167.15	347.7
1990	5,155.75	1,077.5	2,988.68	1,579.6	2,167.07	385.0

2) Variety of land area by region

(As of Jan. 1, 1993)

Items	Area			Ratio		
	Total No.	Cities	Counties	Total No.	Cities	Counties
Total No.	3,584,969	2,144,762	1,440,207	100.0	100.0	100.0
Paddy field	914,021	476,349	437,672	25.5	22.2	30.4
Up-land field	691,247	383,752	307,495	19.3	17.9	21.4
Residential land	613,578	471,841	141,737	17.1	22.0	9.8
Ponds • Swamps	1,903	997	906	0.1	0.0	0.0
Forest	1,010,698	585,351	425,616	28.2	27.3	29.6
Pasture • wilderness	133,212	70,649	62,562	3.7	3.3	4.3
Others	220,040	155,822	64,218	6.1	7.3	4.5

2. Climate

Surrounded by the sea in three directions, Chiba prefecture is blessed with a mild climate in parallel with such provinces as Minami Kyushu, southern part of Shikoku, Kii peninsula and Izu peninsula. However, there is a wide variation in temperature in the two plateau areas which have a typical climate of inland area, while on the other hand, those areas facing the Pacific ocean side and the coastal areas of inner bay are characterized by a temperate and warm climate.

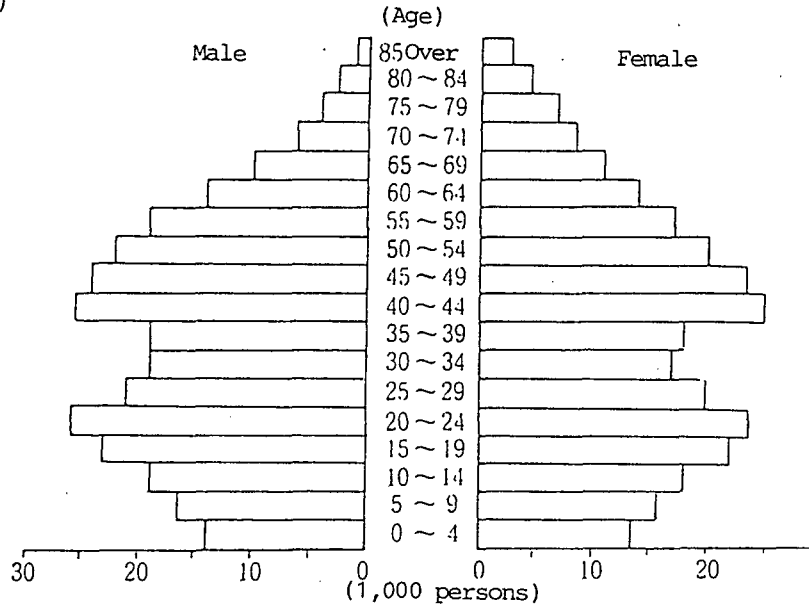
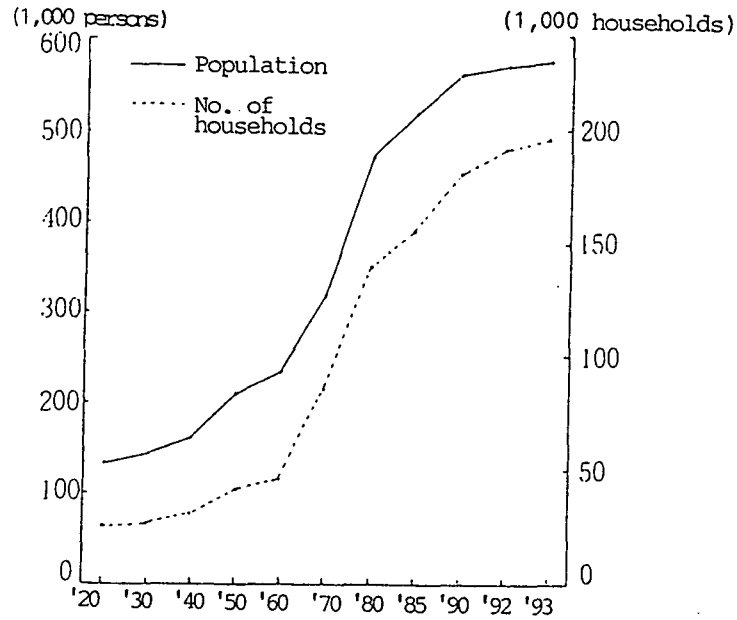
Amount of rainfall varies according to the area. For example, much rain can be observed in their southern part of the Boso hilly area, but little in the north western part. Particularly, the inland bay coastal area is an area where there is very little rainfall.

Following is the weather conditions in FY 1992. It was relatively warm weather over the six consecutive years. In spring it was cloudy and rainy days lasted longer due mainly to the cold air which was hanging low in the southern part of Honshu. In the early summer it was cooler and then summer heat lingered on until late. Thus there was a big variation in temperature during this month. In autumn, the frontline of rain became brisk with much rainfall. Fortunately, there was no damage caused by typhoon throughout the year.

3. Changes in population and No. of households

Population in Chiba Pref. increased by 54,425 during F.Y. 1993 to 5,748,919 as of Oct. 1, 1993. Population density is 1,115 and increase ratio is 0.95%.

Changes in population and No. of households



(As of Oct. 1, each year)

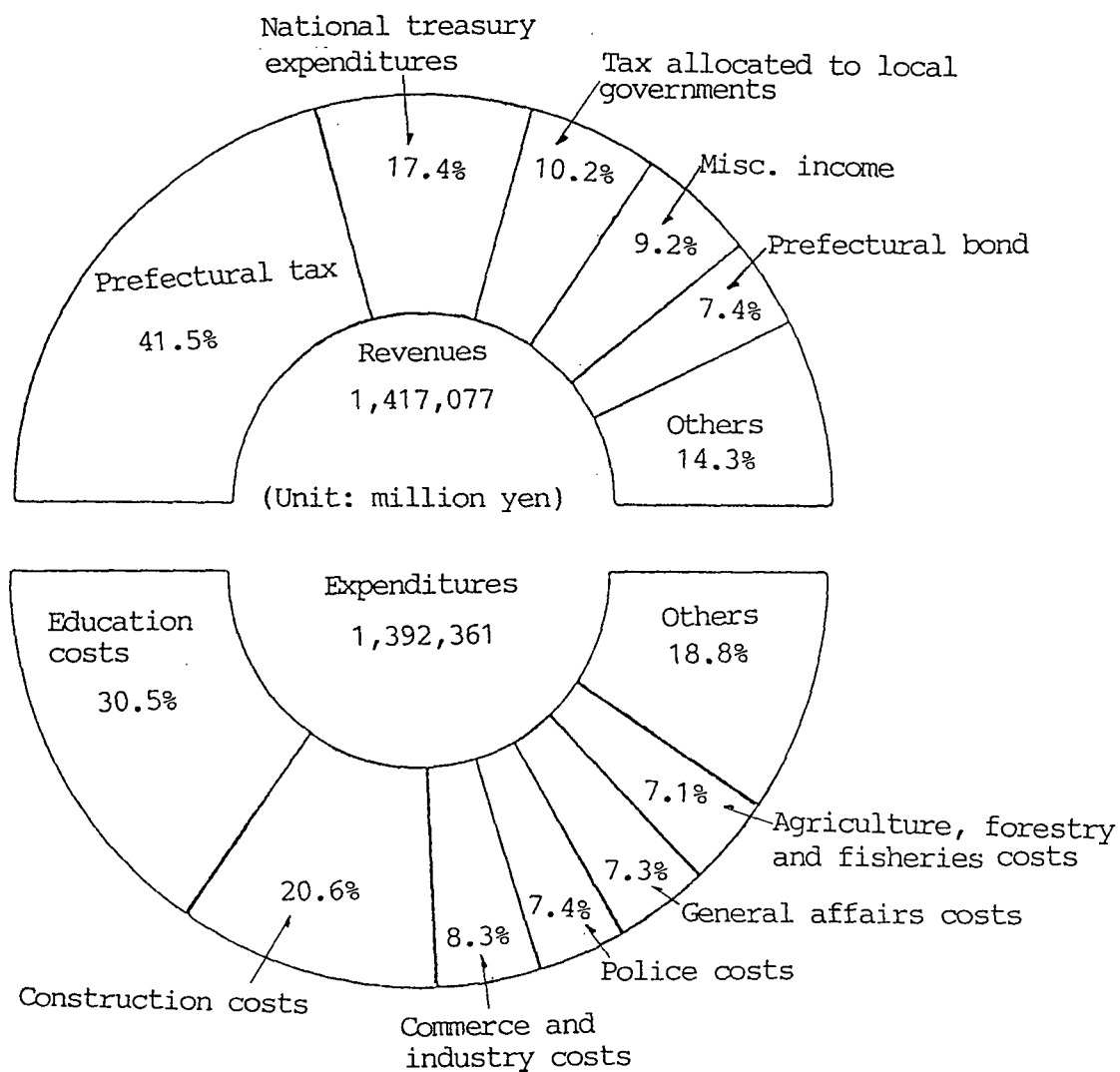
Year	Population			No. of households	Members per household
	Total No.	Male	Female		
1940	1,588,425	776,541	811,884	302,116	5.26
1945	1,966,862	908,228	1,058,634	369,982	5.32
1950	2,139,037	1,036,932	1,102,105	407,609	5.25
1955	2,205,060	1,074,181	1,130,879	423,617	5.21
1960	2,306,010	1,128,734	1,177,276	483,634	4.77
1965	2,701,770	1,343,167	1,358,603	637,164	4.24
1970	3,366,624	1,694,854	1,671,770	873,929	3.85
1975	4,149,147	2,095,295	2,053,852	1,152,380	3.60
1980	4,735,424	2,383,157	2,352,267	1,418,917	3.34
1985	5,148,163	2,588,365	2,559,798	1,572,575	3.27
1990	5,555,429	2,802,774	2,752,655	1,813,903	3.06
1992	5,692,727	2,876,086	2,816,641	1,920,672	2.96
1993	5,748,919	2,906,107	2,842,812	1,967,144	2.92

No. of population by region

Municipalities	Total No.
Total No.	3,253,751
Cities	2,780,120
Counties	473,631
Chosei County	34,963
Isumi County	35,485
Awa County	41,979
Kimitsu County	29,684

Financial situation in Chiba pref. (General account)

Situation of settlement of general account (F.Y.1992)

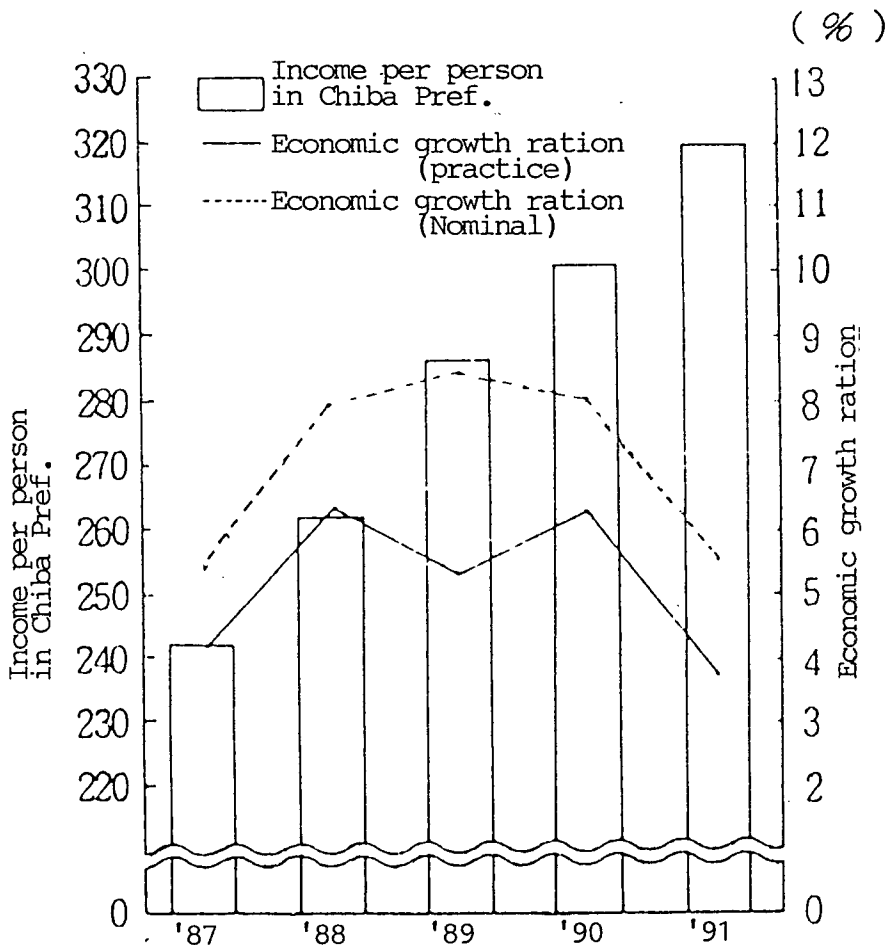


Income of people in Chiba Prefecture

The gross prefectural production turnover in Chiba Pref. in F.Y. 1991 was nominally 16,320.4 billion yen, practically 5.5% (reduced 2.5 points compared to the previous year), practically 3.8%. (reduced 2.5 points)

Distributed income of people in the pref. increased by 776.4 billion yen from the year earlier, totalling 17,989.2 billion yen. Growth ratio increased 4.5% totally lowered by 5.1 points against the previous year.

As a result, the annual income per person in Chiba Pref. stood at 3,204,000, registering an increase of 3.4% compared to the previous year.



Gross prefectural production

(Unit: 0.1 billion yen)

Classification	1990			1991		
	Actual No.	Growth ratio	Ratio	Actual No.	Growth ratio	Ratio
Gross pref. production	154,710	8.0 %	100.0 %	163,204	5.5 %	100.0 %
Industry	147,356	8.5	95.2	155,566	5.6	95.3
Agriculture	3,223	4.4	2.1	3,035	△ 5.8	1.9
Forestry	57	△ 1.6	0.0	63	10.6	0.0
Fishery	365	3.6	0.2	315	△ 13.7	0.2
Mining	557	△ 10.7	0.4	574	3.2	0.4
Manufacturing	40,493	4.9	26.2	41,454	2.4	25.4
Construction	18,120	22.3	11.7	20,304	12.1	12.4
Electricity • Gas • Water	7,635	2.1	4.9	8,020	5.0	4.9
Wholesale • Insurance	16,478	8.2	10.7	17,272	4.8	10.6
Credit & Insurance	5,866	7.8	3.8	6,487	10.6	4.0
Real estates	19,695	10.1	12.7	20,752	5.4	12.7
Transportation • Communication	11,789	1.3	7.6	12,592	6.8	7.7
Service	23,077	12.0	14.9	24,696	7.0	15.1
Government service producers	11,022	6.8	7.1	11,657	5.8	7.1
Electricity • Gas • Water	544	9.1	0.4	604	11.1	0.4
Service	5,411	6.2	3.5	5,718	5.7	3.5
Government affairs	5,067	7.2	3.3	5,334	5.3	3.3
For family budget non-government non-profit service producers	2,549	6.8	1.6	2,741	7.6	1.7
Service industry	2,549	6.8	1.6	2,741	7.6	1.7
(Deduction) Reverted interests	5,468	19.4	3.5	6,017	10.0	3.7
(Deduction) Others	815	15.7	0.5	925	13.6	0.6

No. of offices and employees by industry and organization

Year Industry	No. of offices	No. of employees
1981	184,578	1,473,895
1986	201,368	1,674,299
1991	212,598	1,978,030
Agriculture	406	4,129
Forestry	18	409
Fishery	64	1,210
Mining	144	2,075
Construction	22,285	183,692
Manufacturing	18,017	372,388
Electricity·Gas·Heat·Water	294	12,354
Transportation·Communication	5,306	148,288
Wholesale·Retailers·Restaurants	93,341	569,953
Finance·Insurance	3,322	64,987
Real estates	11,253	37,674
Service	56,805	520,769
Government affairs	1,343	60,102

II . Outline of Agriculture and Agricultural Cooperatives in Chiba Prefecture

II. Outline of Agriculture and Agricultural Cooperatives in Chiba Prefecture

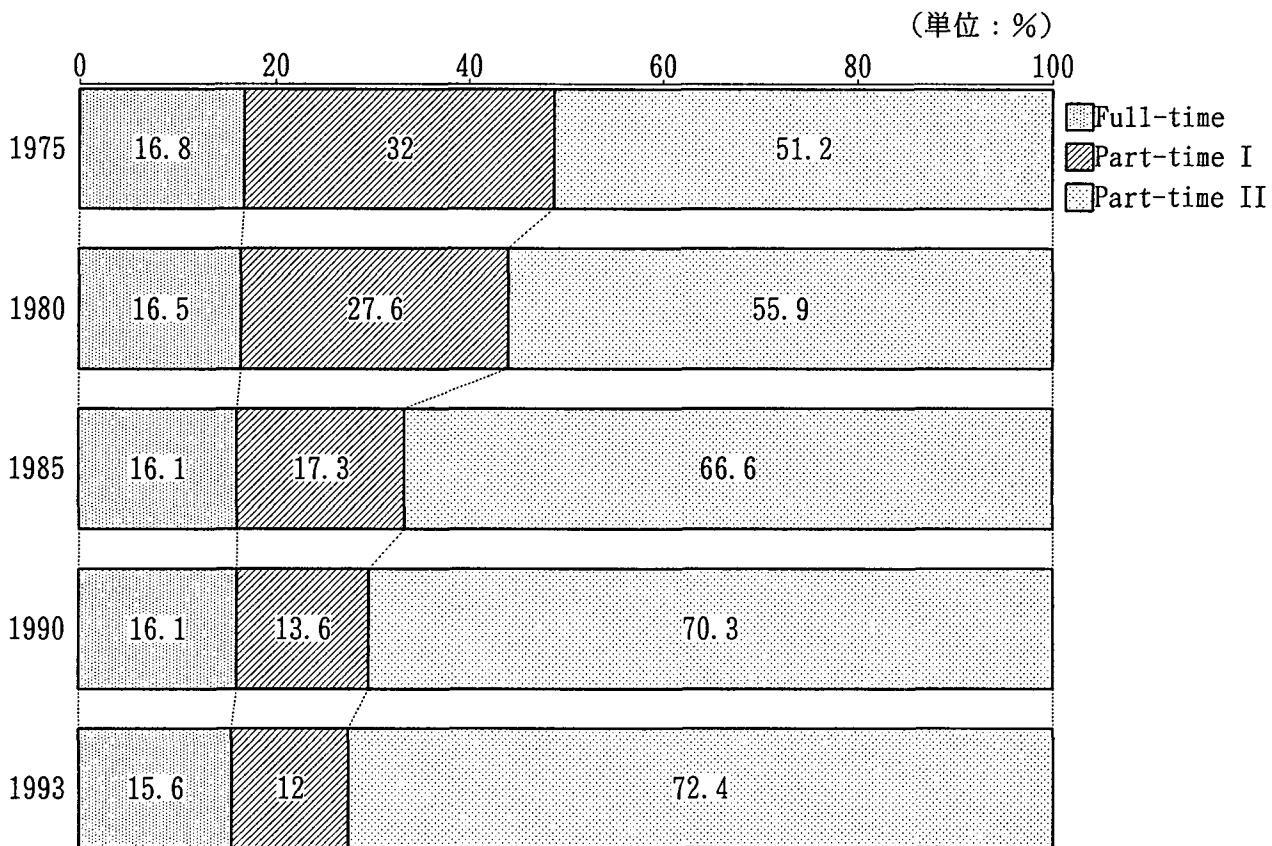
1. No. of farm households

According to the Agricultural Fundamental Survey, the number of farm households as of Jan. 1, 1993 was 110,537, decreased by 2,272 (2.0% down) as compared to the previous year.

As for by full-time and part-time, the number of full-time farm households was 17,229 (component proportion ratio 15.6%), part-time I was 13,288 (12.0%) and part-time II was 80,020 (72.4%).

By scale of cultivated land area under management, small scale farm households which have less than 0.3 ha of cultivated land area has been decreasing, on the other hand, large scale farm households having more than 3.0 ha have been increasing.

Ratio of No. of farm households by full-time and part-time



Year	Total No. of farm households	By full-time and part-time				
		1) Full-time	2) Part-time			
			Total	3) Part-time I	4) Part-time II	
1989	120,689	19,373	101,316	16,586	84,730	
1990	117,294	18,914	98,380	15,992	82,388	
1991	114,715	18,287	96,428	15,467	80,961	
1992	112,809	17,538	95,271	13,934	81,337	
1993	110,537	17,229	93,308	13,288	80,020	
Year	By scale of cultivated land area					
	0.1~0.5 ha	0.5~1.0 ha	1.0~2.0 ha	2.0~3.0 ha	More than 3.0 ha	Out of provision
1989	33,659	34,942	37,488	10,953	3,021	626
1990	36,017	33,064	34,171	10,228	3,118	696
1991	31,377	33,276	35,316	10,801	3,344	601
1992	30,979	32,741	34,418	10,640	3,445	586
1993	30,145	31,886	33,834	10,496	3,601	575

Note:1. Source:From Chiba Pref. Agri. Fundamental Survey (except F.Y.1990, from Census of World Agriculture and Forestry)

2. Farm households is defined as;

① More than 0.1 ha of cultivated land area

② Less than 0.1 ha of cultivated land area, but more than ¥150,000 of sales of agri. production in a year) <more than ¥100,000 in 1989)

3. 1) No full-time farmers in a family

2) More than one full-time farmer in a family

3) Full-time farmers, farming as main job

4) Full-time farmers, farming as subordinate job

2. No. of farm households by sales amount

(as of Feb. 1, each year)

(Unit: million yen)

Year	Total No.	No sales	Less than 1	1~1.5	1.5~2
1989	120,689	18,301	48,350	12,053	8,849
1990	117,294	17,570	45,758	11,794	8,711
1991	114,715	17,281	45,607	11,140	8,317
1992	112,809	18,087	43,898	10,903	8,074
1993	110,537	18,489	41,802	10,854	7,869
Year	2~3	3~5	5~7	7~10	More than 10
1989	9,815	9,940	5,268	3,753	4,360
1990	9,498	9,559	5,447	3,959	4,998
1991	9,007	8,658	5,263	4,000	5,442
1992	8,565	8,344	5,025	4,024	5,889
1993	8,339	8,080	4,932	4,094	6,078

3. Farm household population

(as of Feb. 1, each year)

(Unit: person, %)

Year	Total No.	of which male	Under 15 years old	Over 16 years old	Population ratio to the total No. of population in Chiba
1990	556,278	273,761	99,169	457,109	10.1%
1991	542,492	267,053	95,613	446,879	9.7%
1992	532,154	262,036	92,607	439,547	9.4%
1993	519,276	255,734	88,516	430,760	9.1%

4. No. of farmers engaged in farming

(as of Feb. 1, each year)

(Unit: person)

Year	Total No.	of which male	16~59 years old	Over 60 years old	No. of farmers per farm household
1990	303,047	159,922	197,862	105,185	2.6
1991	295,359	156,285	187,891	107,468	2.6
1992	290,058	153,609	179,408	110,650	2.6
1993	284,019	150,714	170,893	113,126	2.6

5. Cultivated land area under management

(as of Feb. 1, each year)

(Unit: ha)

Year	Total No.	Ratio to total area(%)	Variety of cultivated land		
			Paddy field	Up-land field	Orchard
1989	124,843	24.2	78,645	41,348	4,850
1990	118,150	22.9	74,315	38,989	4,847
1991	121,339	23.5	76,518	40,144	4,676
1992	119,736	23.2	75,593	39,427	4,716
1993	118,470	23.0	75,092	38,668	4,710

6. Number of agri. machineries possessed

(as of Feb. 1, each year)

Year	Tractor		Rice transplanter	
	No. of farm households	No. of machines	No. of farm households	No. of machines
1989	—	—	60,912	61,301
1990	—	—	61,028	61,503
1991	56,120	60,939	61,131	61,585
1992	56,799	62,001	60,140	60,638
1993	57,494	63,261	59,281	59,853
Year	Combine		Dryer for rice and wheat	
	No. of farm households	No. of machines	No. of farm households	No. of machines
1989	42,854	43,141	59,900	60,929
1990	43,116	43,408	57,784	59,034
1991	44,128	44,438	55,185	56,506
1992	43,794	44,113	53,566	54,966
1993	43,587	43,974	51,466	53,111

7. The crops of main agri. products

(Unit: t)

Year	Paddy				
	Planted area (ha)		Amount of crops		Amount of crops per 0.1 ha (kg)
	Total	(of which)Paddy	Total	(of which)Paddy	
1950	109,101	100,572	340,155	322,380	320
1955	110,936	100,760	417,150	397,485	394
1960	110,073	103,438	445,200	433,000	418
1965	106,900	103,800	433,700	427,700	412
1970	96,390	93,700	419,920	415,100	443
1975	88,500	88,000	422,800	422,400	480
1980	77,465	77,300	347,422	347,100	449
1985	76,000	75,700	370,700	370,200	489
1989	71,200	70,500	343,400	341,900	485
1990	71,200	70,500	345,800	344,700	489
1991	71,000	70,300	350,800	349,400	497
1992	71,800	71,200	359,800	358,800	504

Year	Wheat	Six-rowed barley	Two-rowed barley	Naked barley	Sweet potato	Potato (planted in spring)
1965	71,100	24,700	36,700	2,550	404,100	49,200
1970	29,200	7,060	25,800	845	143,300	55,400
1975	4,510	674	6,130	53	124,500	58,600
1980	4,920	1,200	2,950	16	148,300	50,200
1985	4,660	981	1,160	1	173,400	57,300
1989	4,760	886	761	-	176,600	46,500
1990	4,260	743	713	-	177,500	45,300
1991	3,960	474	769	-	155,500	42,200
1992	3,790	389	620	-	170,900	45,700
Year	Peanut	Cucumber	Egg-plant	Spinach	Welsh onion	Taro potato
1965	56,100	48,800	59,700	39,400	64,000	40,200
1970	53,200	63,700	113,600	50,500	76,300	100,700
1975	26,400	56,000	114,200	37,500	77,700	45,300
1980	23,400	67,700	120,300	29,200	86,400	74,700
1985	22,600	51,800	89,000	38,000	87,500	56,100
1989	21,000	46,500	97,200	37,300	80,300	51,800
1990	24,000	43,600	95,600	39,500	87,000	46,800
1991	17,800	42,500	93,300	40,200	76,500	55,600
1992	18,900	42,500	90,500	34,500	80,400	46,800

8. No. of livestock and poultry

(as of Feb. 1, each year)

Year	Dairy cattle		Beef cattle		Pig	
	No. of farm households	No. of livestock	No. of farm households	No. of livestock	No. of farm households	No. of livestock
1989	3,467	77,401	825	35,146	1,588	422,071
1990	3,142	75,805	827	36,401	1,385	500,062
1991	3,006	75,608	781	35,589	1,072	407,436
1992	2,747	73,158	752	34,635	930	382,001
1993	2,494	70,180	724	34,931	844	351,705

Year	Hen		Broiler	
	No. of farm households	No. of hens	No. of farm households	No. of hens
1989	472	3,449,870	53	4,613,000
1990	392	4,103,900	53	4,232,000
1991	399	4,429,460	51	4,310,400
1992	375	4,770,630	42	3,695,700
1993	358	4,558,070	44	4,060,800

9. No. of slaughtered animals

Year	Beef cattle	Dairy cattle	Calf	Horse	Pig
1988	2,351	25,264	1,511	41	943,832
1989	2,473	24,677	1,048	42	970,155
1990	3,081	27,680	719	22	914,603
1991	3,847	29,000	779	27	849,620
1992	4,393	30,607	1,001	38	802,788

10. Production volume of fresh milk and eggs

(Unit:t)

Year	Fresh milk					Eggs
	Amount of production	Amount of collection	Amount of shipment	Production amount by usage		
				of which fresh milk	of which dairy products	
1988	328,413	207,983	165,987	360,077	3,651	99,342
1989	334,630	231,225	179,473	375,665	4,585	107,174
1990	333,308	245,384	174,001	395,432	3,570	105,360
1991	328,583	239,828	170,191	389,566	3,280	113,614
1992	333,663	261,524	177,067	410,347	2,258	126,271

11. Area of forest and fields

(Unit: ha)

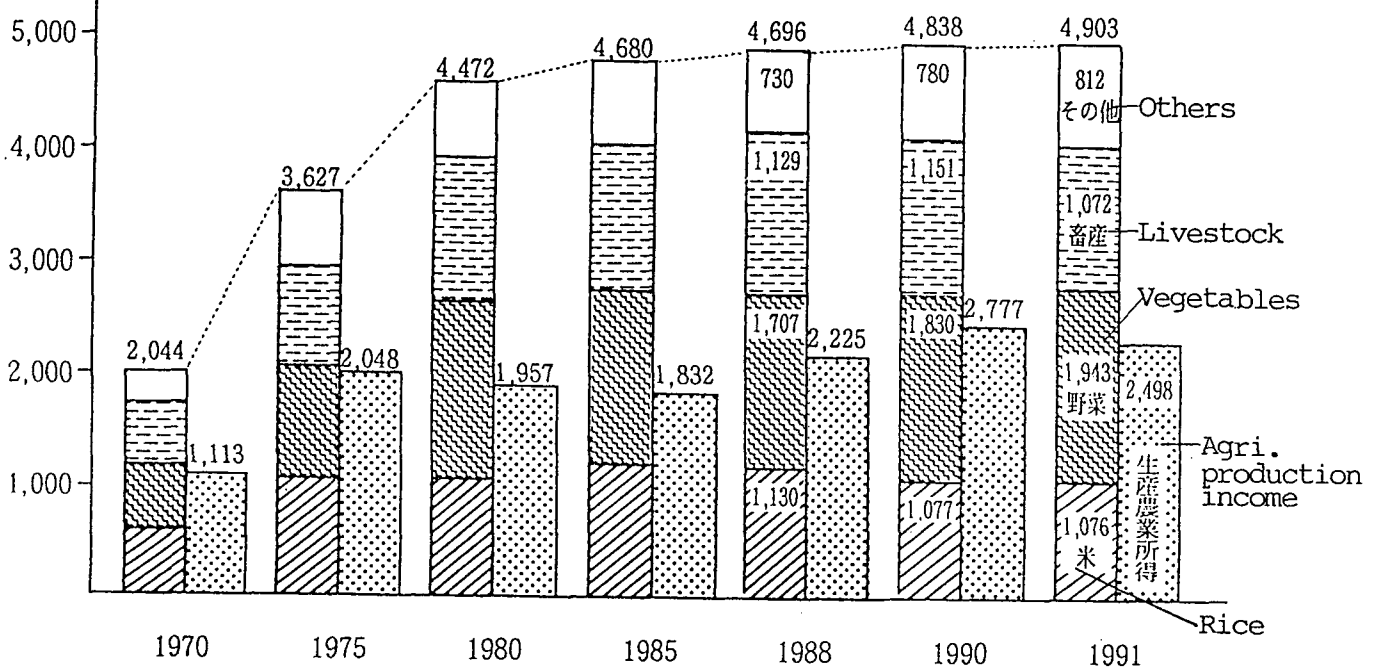
Year	Total No.		By varieties			
			Woods		Bamboo forest	Others
	Ratio to the total area (%)	Total No.	(of which) planted forest			
1970	176,336	34.7	162,784	99,578	8,002	11,163
1975	170,439	33.3	152,740	92,388	7,114	10,585
1980	170,231	33.2	150,432	86,635	5,790	10,398
1985	173,047	33.6	155,826	88,102	5,275	8,817
1990	169,206	32.8	149,458	78,879	5,368	11,400

12. Agri. production

(1) Gross agri. production turnover production, agri. income and component ratios by commodities

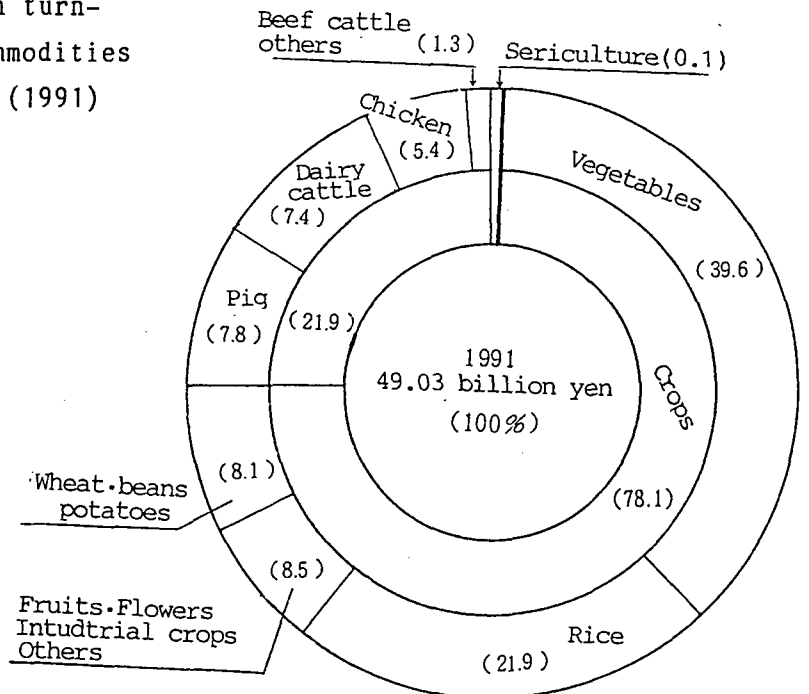
Gross agri. production turnover in 1991 in Chiba Prefecture was 49.03 billion yen, an increase of 1.4% compared to the previous year. As compared to the national ratio, it decreased by 0.8%.

(0.1 billion yen)



Ratio of gross agri. production turnover by component ratios of commodities (1991)

Vegetables 19.43 (39.6%)
 Rice 10.76 (21.9%)
 Livestock 10.72 (21.9%)
 Others 8.12 (16.6%)
 (Others include such commodities as wheat, cereals, fruits, industrial crops, and sericulture)



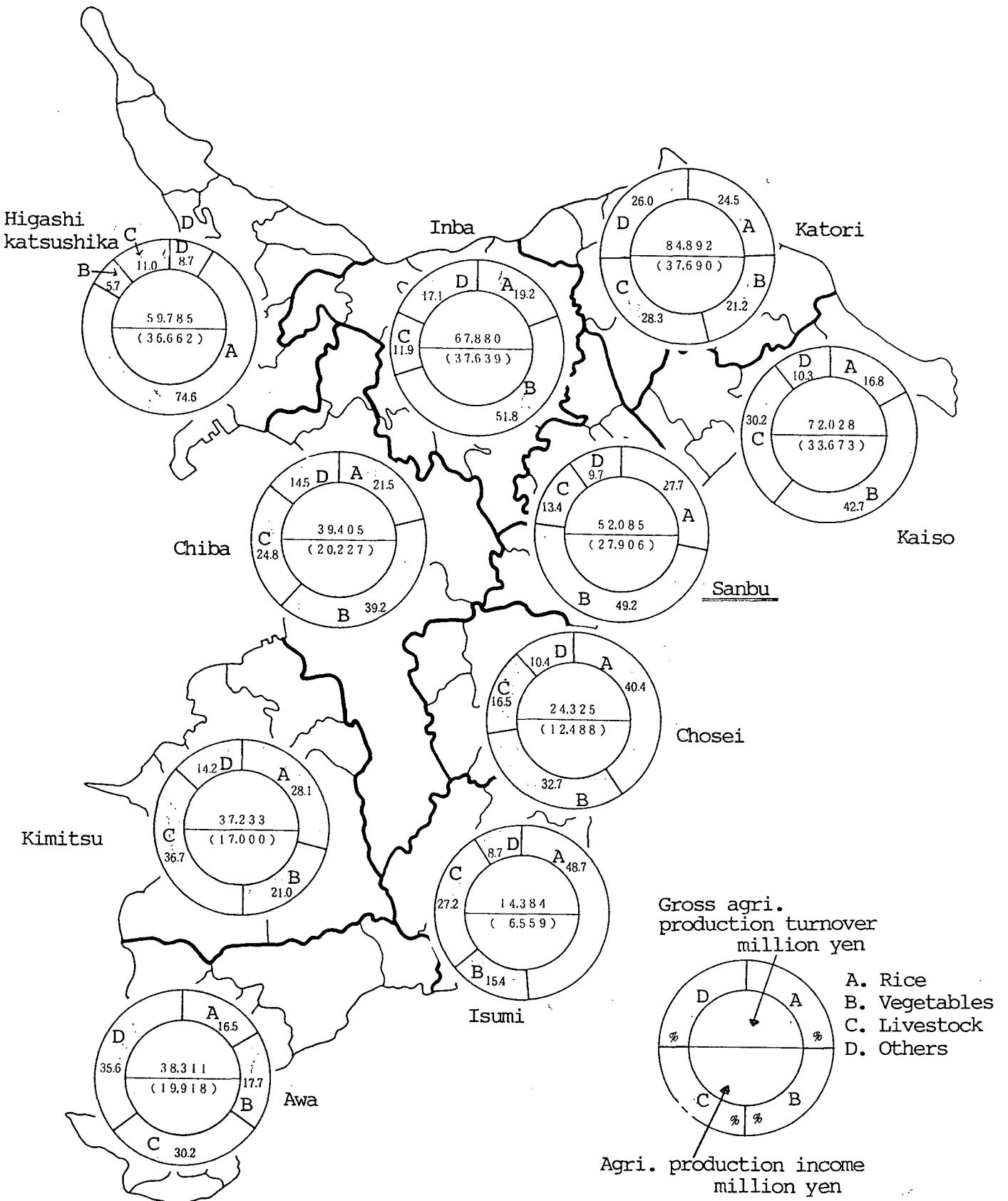
(2) Ranking of Chiba Pref. in the gross agri. production turnover

In the national ranking of gross agri. production turnover, Hokkaido stands first (1,128 bil. yen the second is Ibaraki Pref. (509.5 bil. yen) and Chiba Pref. has been keeping the third place since 1969.

Ranking of gross principal agri. and livestock production turnover

Ranking	Total of gross production turnover	Total of crops	Rice	Cereals• beans	Potatoes	Vegetables	Flowers	Total of livestock	Fresh milk	Pig	Chicken
1	Hokkaido	Hokkaido	Niigata	Hokkaido	Hokkaido	██████	Aichi	Hokkaido	Hokkaido	Kagoshima	Aichi
2	Ibaraki	██████	Hokkaido	██████	██████	Ibaraki	Nagano	Kagoshima	██████	Ibaraki	Kagoshima
3	██████	Ibaraki	Akita	Ibaraki	Kagoshima	Hokkaido	Shizuoka	Miyazaki	Gunma	Miyazaki	Hokkaido
4	Kagoshima	Niigata	Miyazaki	Okayama	Ibaraki	Aichi	Fukuoka	Iwate	Tochigi	██████	Ibaraki
5	Aichi	Nagano	Yamagata	Tochigi	Nagasaki	Saitama	██████	Ibaraki	Iwate	Gunma	Hyogo
6	Niigata	Aichi	Fukushima	Akita	Miyazaki	Gunma	Ibaraki	Gunma	Aichi	Hokkaido	██████
7	Miyazaki	Fukushima	Ibaraki	Hyogo	Shizuoka	Kumamoto	Kagoshima	██████	Kumamoto	Aichi	Hiroshima
8	Kumamoto	Kumamoto	Tochigi	Iwate	Tokushima	Nagano	Saitama	Aichi	Hyogo	Aomori	Miyagi
9	Fukushima	Yamagata	██████	Nagano	Kumamoto	Shizuoka	Okinawa	Kumamoto	Nagano	Iwate	Mie
10	Nagano	Shizuoka	Iwate	Fukushima	Saitama	Miyazaki	Wakayama	Miyazaki	Ibaraki	Miyagi	Fukuoka

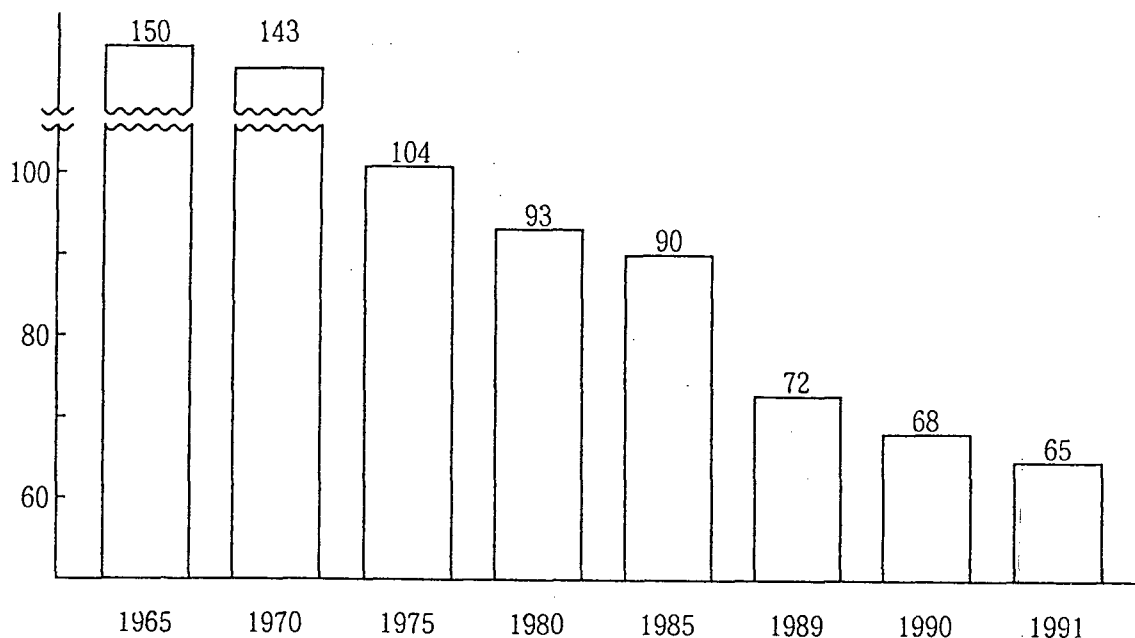
(3) Component ratios by agricultural areas and by gross agri. production turnover (in 1991)



Agricultural Cooperatives in Chiba Prefecture

1. No. of multi-purpose agri. coops

Total number of agri. coops as of the end of December 1991 was 65. (The number at the end of Dec. 1992 was 60)



2. Regular members and associate members

Ratio of associate members has been increasing

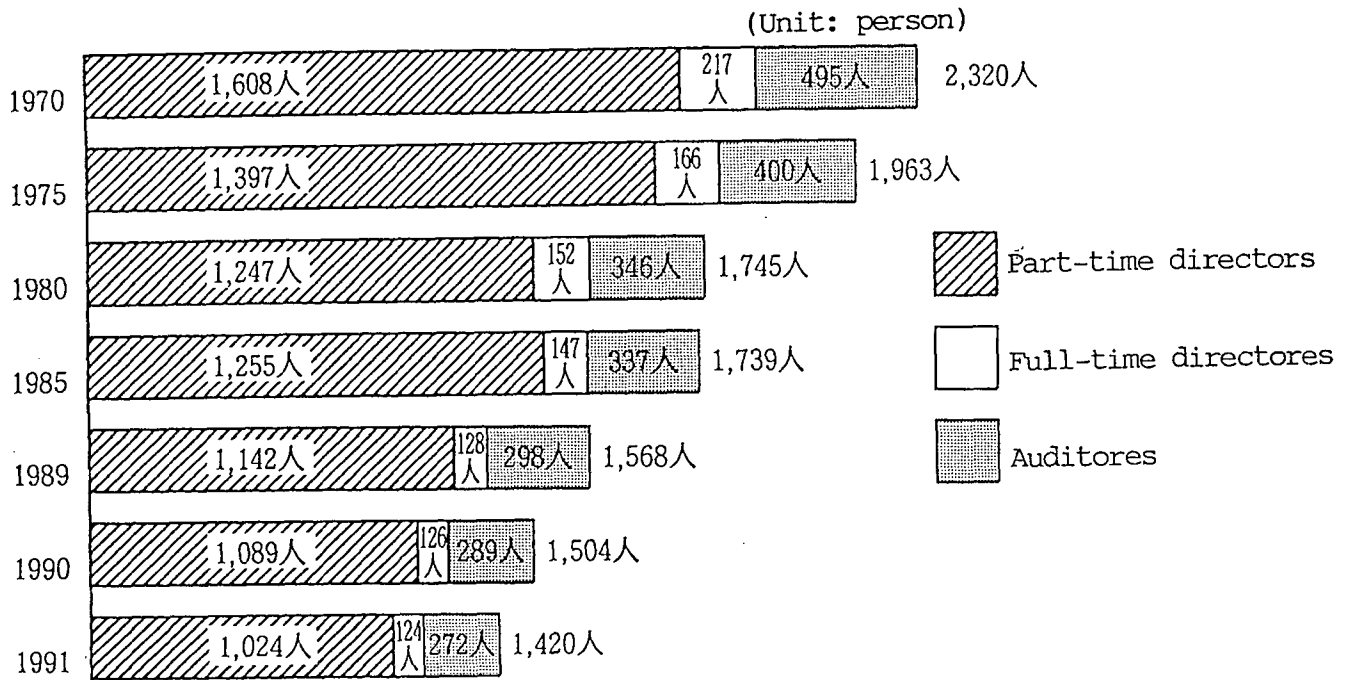
(Unit: person, %)

Year	Regular members (%)	Associate members (%)	Total Members
1970	83.0%	17.0%	202,703
	168,389	34,314	
1975	75.4%	24.6%	212,406
	164,178	52,147	
1980	69.7%	30.3%	232,510
	162,004	65,812	
1985	67.3%	32.7%	237,115
	159,557	77,558	
1989	61.0%	39.0%	266,754
	162,692	104,062	
1990	60.1%	39.9%	272,055
	163,622	108,433	
1991	Regular members 58.5%	Associate members 41.5%	280,192
	163,861	116,331	

3. No. of officials and employees

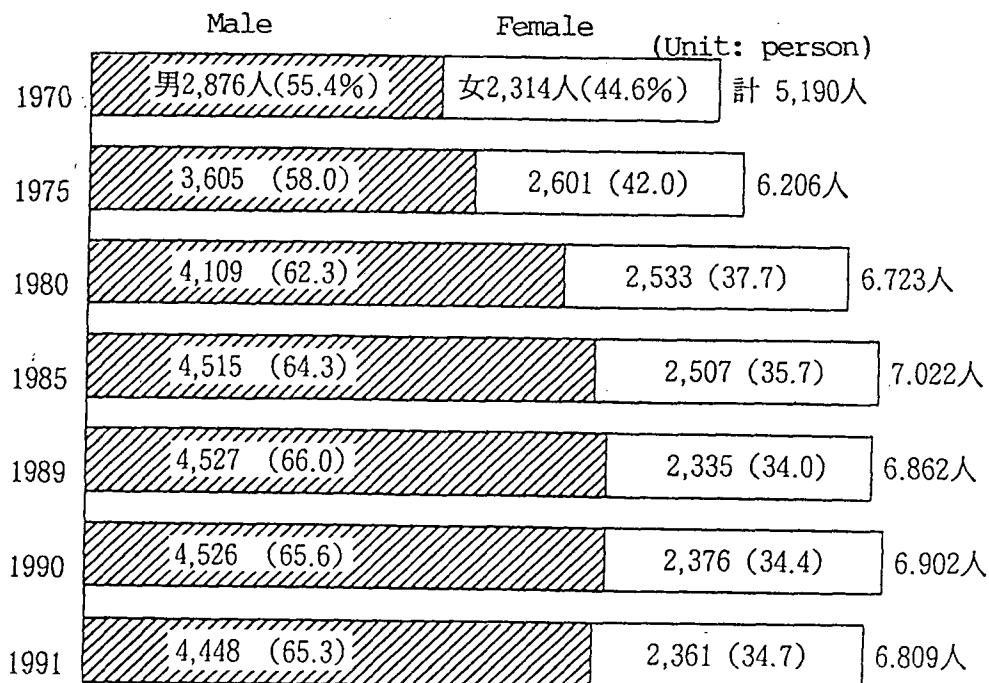
(1) No. of officials

Average number of officials in an agri. coop is: Full-time directors 1.9 persons, Part-time directors 15.8 persons and Auditors 4.2 persons.



(2) No. of employees

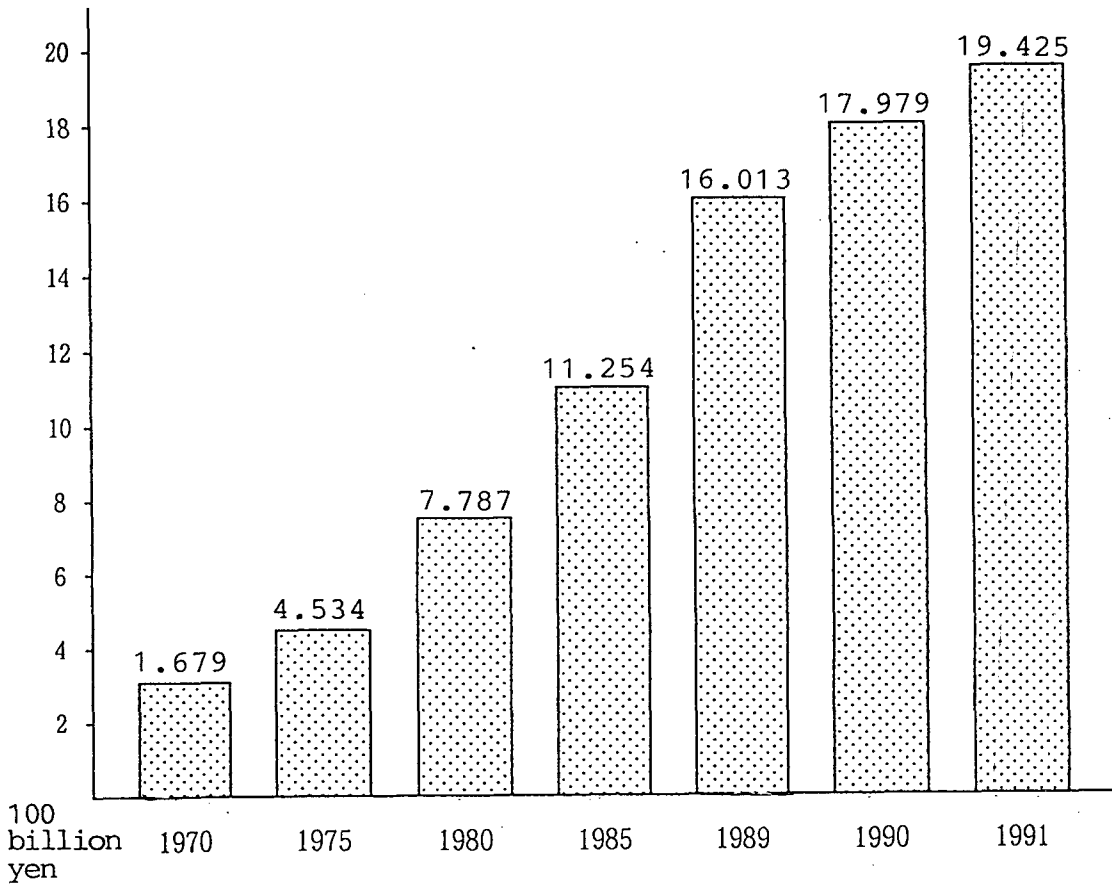
No. of employees decreased by 93 to 6,809 as compared to the previous year, and 101.5 persons per agri. coop.



4. Business of agri. coops

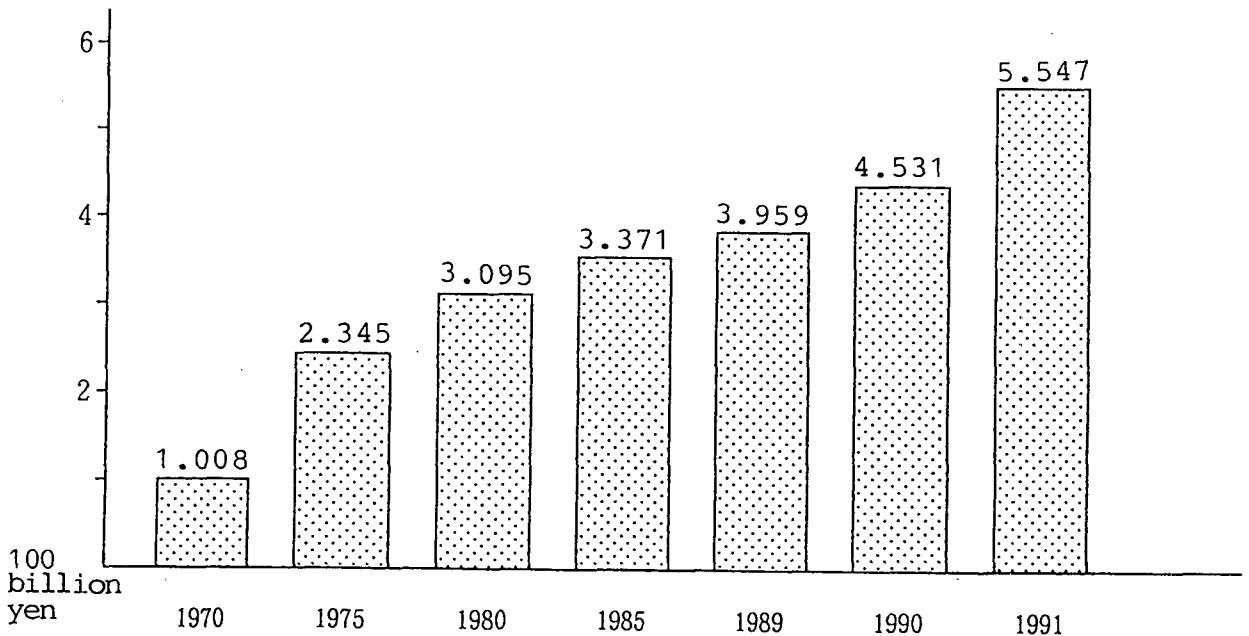
(1) Savings

Total amount of savings in F.Y. 1991 was 1,942.5 billion yen and 29.9 billion yen per agri. coop.



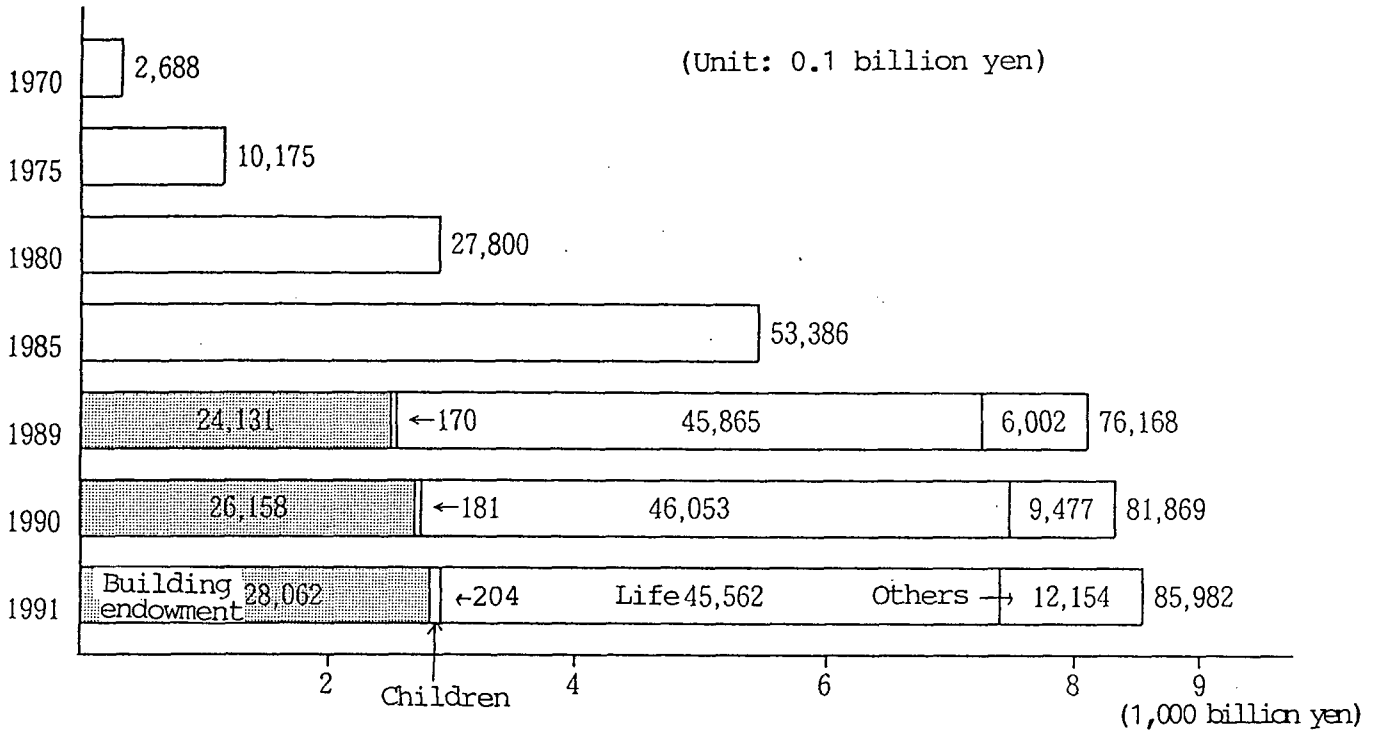
(2) Loans

Total amount of loans in F.Y. 1991 was 554.7 billion yen and 8.53 billion yen per agri. coop.



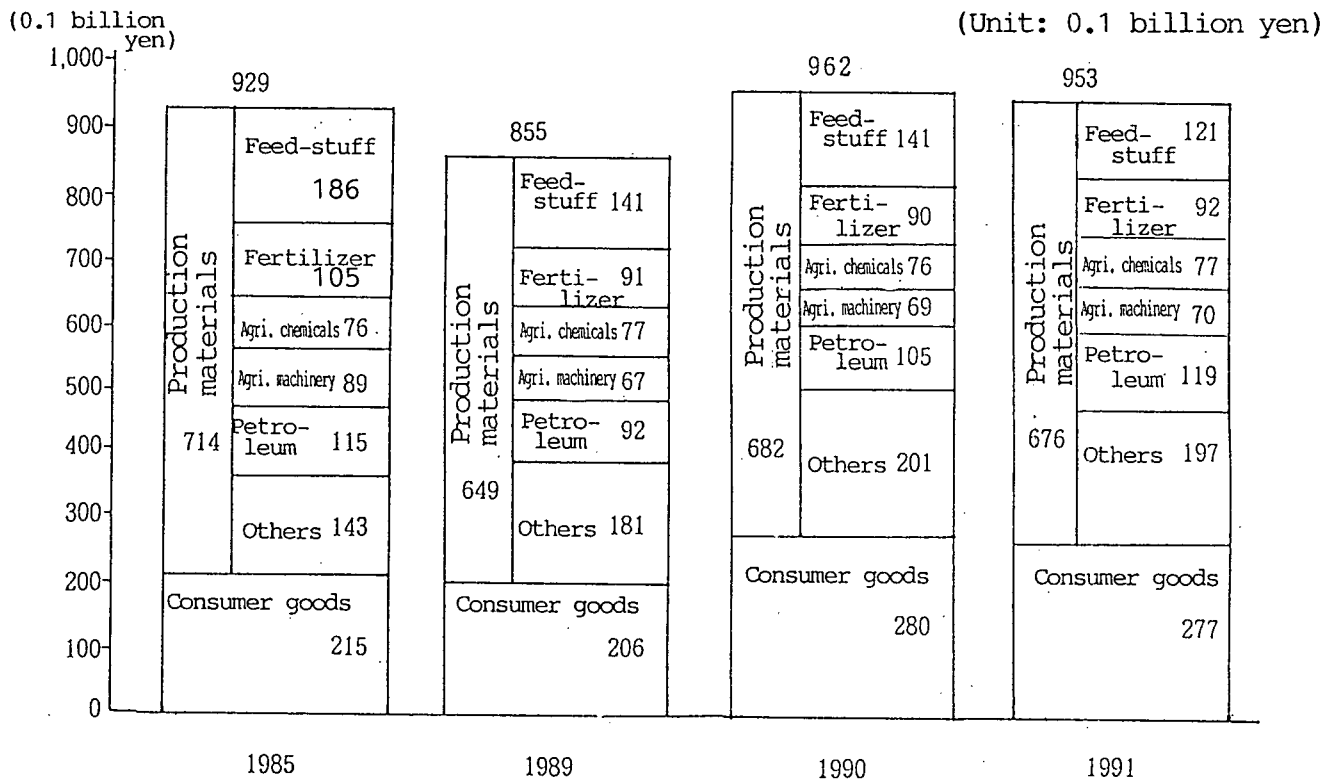
(3) Mutual insurance

The long-term mutual insurance policy holdings in force in F.Y. 1991 was 8,598.2 yen.



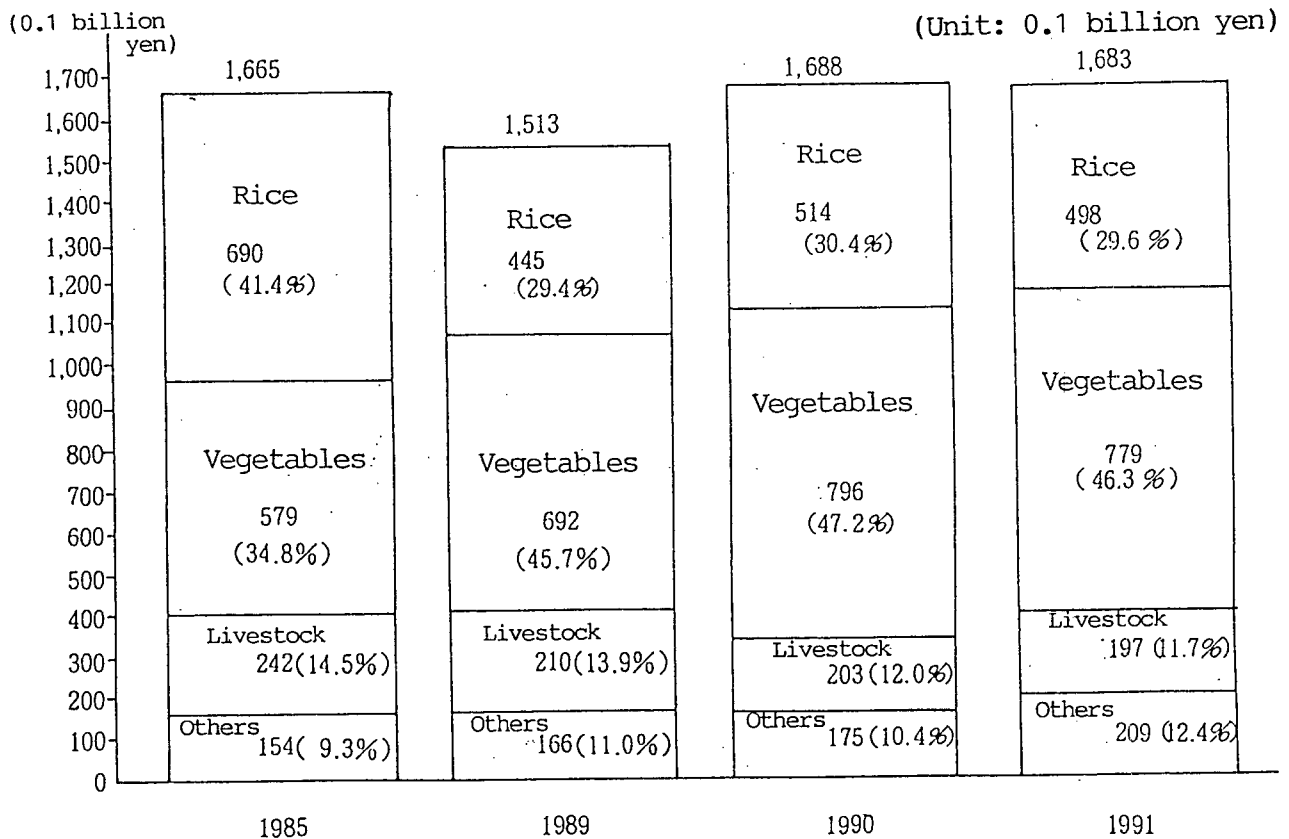
(4) Purchasing

Purchasing business turnover in F.Y. 1991 was 95.3 billion yen. (1.5 billion yen per agri. coop.)



(5) Marketing

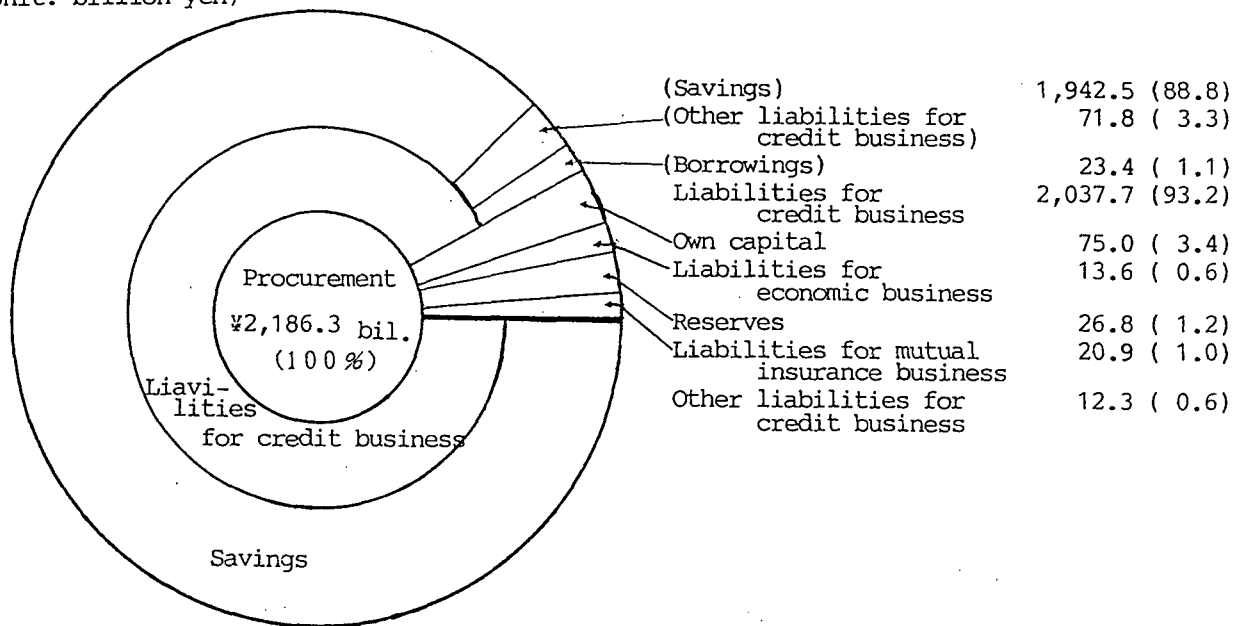
Marketing business turnover in F.Y. 1991 was 168.3 billion yen. (2.6 billion yen per agri. coop.)



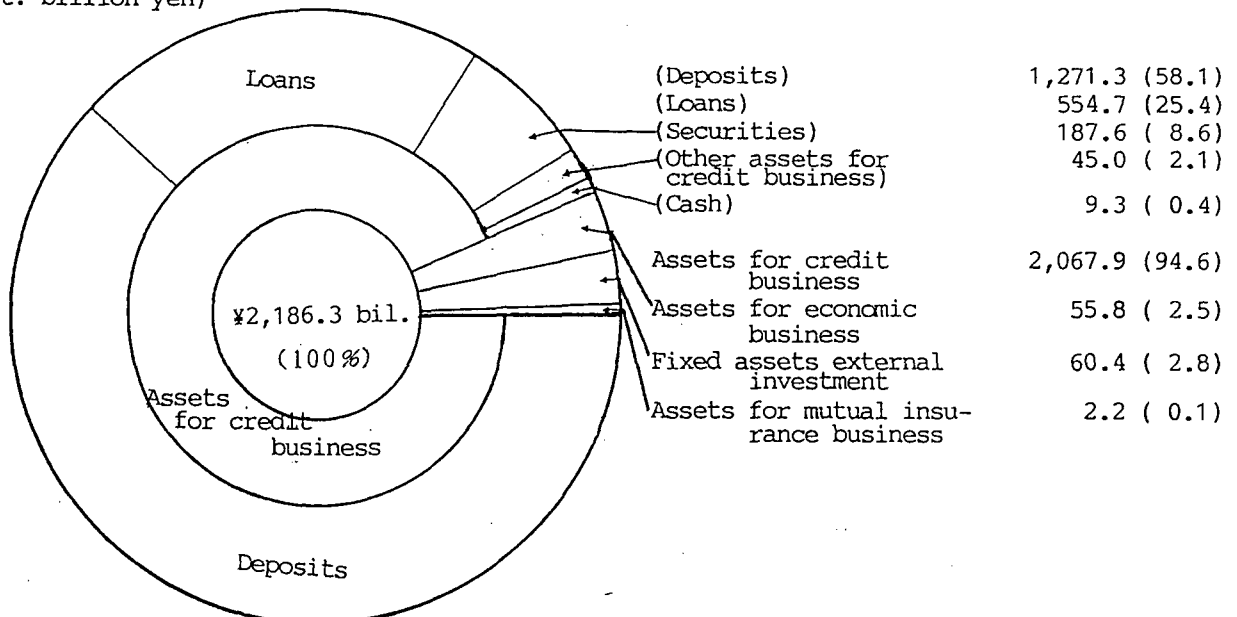
5. Finance

Total amount of JAs' assets in Chiba Pref. in F.Y. 1991 increased by 163.3 billion yen to 2,186.3 billion yen as compared to the previous year. 88.8% of procurement fund (liability·capital) consisted of savings, and 58.1% of investment fund (assets) deposit, registering an increase of 144.5 bil. yen and 27.6 bil. yen respectively over the previous year.

(Unit: billion yen)



(Unit: billion yen)



Power of JA

1. Savings

JA stands first in the total amount of savings.

Ranking of Banks by amount of deposits (as of Mar. 31, 1992)
(Unit: billion yen)

Ranking	Name of Bank	Amount of deposits
1	JA	60,625
2	Daiichi Kangyo	44,671
3	Sakura	41,755
4	Sumitomo	40,674
5	Fuji	40,252
6	Mitsubishi	40,229
7	Sanwa	38,528
8	Nihonkougyo	32,972
9	Mitsubishi Trust	29,409
10	Sumitomo Trust	28,345

Total amount of JA's savings as of the end of March, 1992 was 60,000 bil. yen, and outdistancing the second the second one, Daiichi Kangyo Bank.

2. Mutual insurance

JA stands first in the total amount of mutual insurance policy holdings

Ranking of M.I. companies by M.I. policy holding in force
(as of Mar. 31, 1992)
(Unit: bil. yen)

Ranking	Name of Companies	Amount
1	JA	313,784
2	Nihon Seimei	288,893
3	Daiichi Seimei	198,930
4	Sumitomo Seimei	185,174
5	Postal life insurance	147,270
6	Meiji Seimei	108,563
7	Asahi Seimei	83,282
8	Mitsui Seimei	68,074
9	Yasuda Seimei	65,017
10	Kyoei Seimei	38,531

JA's M.I. business started recently, but it showed the rapid growth and stood first in this field. JA stands first not only in Japan but also in the world.

* Note: JA's insurance represents the total of long-term insurance, while insurance by private insurance companies indicate the total of personal insurance.

3. Marketing · purchasing production annual turnover

Marketing and purchasing production annual turnover of JA as of the end of March, 1992 was ranked 6th in Japan.

Source: Trading company from 「Kaisha shikiho」 (Companies four season report)

JA from "General Agri. Coop. statistics"

(Unit: billion yen)

Ranking	Name of company	Sales turnover	
		1991	1990
1	Itochu	20,012	20,596
2	Sumitomo	18,778	19,213
3	Marubeni	18,241	19,016
4	Mitsui	16,164	18,234
5	Mitsubishi	15,699	17,421
6	JA	11,707	11,622
7	Nissho-iwai	10,916	13,343
8	Tomen	7,256	6,768
9	Nichimen	6,213	6,185
10	Kanematsu	5,920	5,850

Break down of JA's annual turnover is as follows:

- (1) Marketing business turnover was 6,349.2 billion yen and purchasing business turnover was 5,357.5 billion yen, totalling 11,706.7 bil. yen.
- (2) In the marketing business, it decreased by 62.1 bil. yen and in the purchasing business, it increased by 146.4 bil. yen as compared to the previous year. Thus it increased 84.3 bil. yen in total.
- (3) The growth ratio of business turnover was 100.7% (Marketing 99.0%, purchasing 102.8%) compared to the previous year.

Outline of business activities

Due to lingering after-effects by the bubble economy and the rapid appreciation of Japanese yen, Japanese economy in 1993 underwent a long-term sluggishness. Despite the economic pumping measures by the government over the three consecutive times, it did not lead to a breakthrough in the economic recession.

Environment surrounding agriculture in Japan is being put under unprecedently severe situation because of such reasons as the big agricultural disaster caused by the long spells of rain and cold summer, acceptance of tariffication of farm products which resulted in the acceptance of minimum access of rice and the import of rice as emergency measure.

Under such circumstances, the rice panic occurred in March, 1994. This became a controversial social problem with the journalism featuring this incident day after day.

While, on the other hand, environment surrounding the management of the agricultural cooperatives also has become stagnant in each business sector owing to the slump in rural economy and the intensified competition with private companies. As a result of this, in 54 primary agricultural cooperatives in the prefecture more than 80% of the agricultural cooperatives incurred a loss. Thus current surplus became lower with 3.9 billion yen over the previous year, showing a decrease of 1.19 billion yen.

Such being the prevailing situation, we made concerted efforts by launching a campaign for improvement and strengthening of business functions of the agricultural cooperatives.

Following business plan was implemented in 1993.

1. Comprehensive planning and coordination

- (1) A situation on the progress of the agenda items resolved in the 28th Prefectural Congress of Agricultural Cooperatives "JA Chiba agricultural cooperative movement linked with members, agricultural cooperatives and local community" was closely examined for study in the next Congress.
- (2) By holding the committee for reorganization of agricultural cooperative organizations, we deliberated upon the matters for consultation relating to the reorganization of the agricultural cooperative organizations in March, 1991 and combined basic ideas for reporting, acting as secretariate for the committee.

- (3) With the reelection of officials in the Union and various Federations, so-called an concept of bridge formula was introduced with establishment of full-time auditorship, thereby improving structure of cooperative officials.
- (4) While strengthening linkage with presidents of agricultural cooperatives, efforts were made to promote making coordination for items common to all coops and also mutual complementary system.
- (5) In order to establish closer linkages (tie-up) among cooperatives in Chiba prefecture, we sponsored the 5th cooperative festival in a cooperation with the Chiba Prefectural Cooperative Tie-up Promotion Council.

Moreover, in tie-up with Consumer Coop and Fishery Coop, we tackled development of gift items, thereby promoting exchange of information and business tie-up.

2. Farm guidance activity

In line with the three year plan for the promotion of Three System Establishment Campaign, we understood activities to revitalize regional agriculture.

3. Better living activity

- (1) Aimed at revolving better living activities to expand life and living for member farmfamily, we undertook activities to promote nursing care for the elderly and new join purchasing campaign. We promoted better living and cultural activities by helping support activities of the women's association of the agricultural cooperatives.

In the sphere of guidances on members' assets management, we endeavored to promote establishment of an asset management centre and also a campaign for creation of local community where there exist a harmony between agriculture and housing.

- (2) We took various measures for staff in charge at the cooperative to be able to acquire new knowledge including some points for improvement by holding various conferences and study meeting. Furthermore, we implemented activities to encourage farmer members to join farmers' pension scheme and provided consultation services.

4. Amalgamation of primary agricultural cooperatives in progress

- (1) As a result of promoting amalgamation of agricultural cooperatives based on the new basic plan on the wide-area agricultural cooperative amalgamation looking into the 21st century perspective, the amalgamation promotion committee was set up in two districts including Sanbu. As far as the amalgamation study groups are concerned, new groups were newly set up in addition to existing groups in two districts.

5. Guidance on management control

- (1) In response to the revision of the agricultural cooperative law resulting from the enforcement of the credit system reform law, we renewed by-law, regulation and rules on credit business and also established a structure to introduce new businesses.
- (2) In view of sizable drop in profits caused by the progress of financial liberalization and the long term recession, we provided guidances to ameliorate earnings and expenses balance in management by implementing countermeasures in the latter part of the year and also adopted the policy for promotion of structural reform of agricultural cooperatives.
- (3) In formulating a management plan for fiscal 1994, we provided guidance by drawing up a booklet called "In establishing management plan".
- (4) In a bid to improve management control system, we provided guidances on ways to ameliorate the present business execution structure, make sophistication of earnings and expenditures balance in management, make proper settlement of accounts and taxation and improve personnel and labour control.
- (5) While providing consulting services on taxation, legal affairs, labour management, settlement of accounts and management control, we offered individualized guidances to the cooperatives based on "the Summary of agricultural cooperative management special countermeasures.

6. Audit

- (1) In order to ensure sound development of cooperatives, we implemented individualized guidances on the overall business operation of the cooperatives to both officials and employees by conducting audit by certified auditors.
- (2) On the basis of the audit results conducted, we provided individualized guidances to each cooperative to improve the items which had been recommended by the auditors.
- (3) In order to upgrade audit skills of cooperative auditors, we conducted a training course for them and also went off to make on the spot guidances on the ways to conduct self-audit properly.

7. Improvement of on line computer system

- (1) On the basis of the basic plan for establishment of information network system in Japanese agricultural cooperatives, we joined "The JA system Development Centre" which was newly established and forged ahead with a study aimed at formulating the second basic plan, while closely ascertaining the progress of system development at the national level by the Centre.
- (2) While consolidating promotion measures for integrated system countermeasures which had been undertaken thus far (development, dissemination and maintenance and control by the Joint Project Team involved in the establishment of information network system on economic business and management control), we implemented individualized guidances aimed at making sophistication of system utilization.
- (3) Aimed at establishing an on-line computer network system in credit business, we made preparation for a smooth transfer in tie up with the Prefectural Credit Federation of Agricultural Cooperatives.

8. Educational activities

- (1) On the basis of the education and training plan for officials and employees of the agricultural cooperatives in FY 1993, we held various trainings according to class, type of job and specialization of course participants. In addition to this, we gave individualized guidances on trainings undertaken by

agricultural cooperatives.

- (2) We conducted for the first time this year "the instructors's training for those staff involved in training of newly recruited staff" and the training for those applicants who plan to take an examination of internal audit by JA Zenchu aimed at reinforcing structure (management) of large sized agricultural cooperatives.
- (3) On the basis of employees' qualification examination system, tests on acquirement of basic qualification and qualification for obtaining professional ability were conducted and the trainings for their prior preparation were also implemented.
- (4) As part of trainings for fostering farm successor, we conducted the trainings on agriculture and agricultural cooperatives for agricultural high school students, thereby helping enhance their better understanding towards agriculture and agricultural cooperatives in the prefecture.

9. Publicity activity

- (1) In order for JA mark, a nickname of Japan's agricultural cooperatives to take firm roots in the public, we strived to make its PR by way of publicity vehicles such as the mass communication (press) media.
- (2) By implementing training for those staff in charge of publicity in each JA and on the spot training at advanced cooperatives, we endeavored to upgrade technical skills of the staff in editing works, meanwhile efforts were also made to establish a publicity strategy for making deeper communication with local residents in tie up with the JA Chiba Publicity Council.
- (3) In order to seek better understanding of regional people toward agriculture and agricultural cooperative activities, we published a magazine called "JA Green Chiba". Moreover, we also made a magazine "JA Chiba" for JAs' employees for circulation.
- (4) In order to provide information regarding farming and better living for members, we launched a campaign for making increased subscription of such magazines as "the Japan Agricultural newspaper published by the National Press and Information Federation of Agricultural Cooperatives and Ienohikari Association".

10. Agricultural legislative activities (lobbying)

- (1) In order to prevent opening of rice market and other farm products, we took part in staging rally for its purpose based on the policy decided at the prefectural level agricultural legislative countermeasure committee. In addition to this, we actively conducted lobbying activities to the members of the Parliament to get cooperative voices strongly felt in the Parliament. Moreover, we implemented PR activities to enhance better understanding of consumers toward agriculture and agricultural cooperatives in the prefecture by means of the mass communication media such as through press interview, opinion advertisement in news paper and magazines and etc.
- (2) We held a panel discussion "Let's discuss paddy farming situation in Chiba prefecture" in order to revitalize paddy farming in the prefecture. And we strived to grope our way ways to revitalize paddy farming in the prefecture, while at the same time, a special campaign was launched for increasing prices of rice and grains.
- (3) In view of the government's acceptance of the minimum access in rice import resulting from the Gatt agreement reached recently, the agricultural cooperative organizations in Chiba prefecture had to decide on the JA's policy to cope with this problem. As a result, it was decided to take countermeasures for revitalizing the paddy farming to counter the problems stemming from rice market opening. As concrete countermeasures for grappling with this problem, we decided to review the rice production situation in FY 1994.
- (4) By staging prefectural-wide rally for increasing prices of livestock and dairy products, we tried to ascertain the prevailing situations and also to unify the contents of the requests to be made to the Parliament. Moreover, we lobbied the members of the Parliament who has an electorate constituency in Chiba prefecture.
- (5) In order to increase agricultural budget of the national government, we lobbied the congress men who have an electorate constituency in Chiba by vigorously launching a campaign for agriculture, forestry budget increase countermeasures.
- (6) By collecting requests from farmers on the desirable agricultural income standard in FY 1993, we asked the national tax office in Tokyo to reduce agricultural taxes by giving

them justifiable reasons that the unseasonal cold weather and long spell of rain during summer adversary affected commodities.

- (7) In order to expand consumption of rice through promotion of Japanese style dietary life, we took measures for increasing sales of rice to consumers and schools. Moreover, as part of rice demand supply balance measures, we grappled with measures for expanding rice consumption in tie-up with JA Zenchu. At the same time, we actively implemented PR activities to increase rice consumption in collaboration with the prefectural government and the other relevant bodies.
- (8) In order to improve the agricultural legislative activity as well as to attain the goal of lobbying activity, we held various meeting for its promotion.

Organizations

(1) Members

Classification	At the end of FY 1992	No. of new members in FY 1993	No. of member withdrawan in FY 1993	At the end of FY 1993
Agri. Coops	60	0	0	60
Federations	6	0	0	6
Special organizations	2	0	0	2
Total	68	0	0	68

(2) Officials

President	1
Vice president	1
Managing director	1
Board of directors	17
Representative auditor	1
Full-time auditor	1
Auditor	1

(3) Employees

As of March 31, 1994

Classification	No. of employees		
	Male	Female	Total
General manager	1		1
Deputy general manager	1		1
Main office			
General affairs dep't	8		8
General affairs sec.	2	4	6
Comprehensive planning room	3		3
Planning sec.	3	1	4
Public relations sec.	2		2
Computer sec.	2		2
Farm guidance· Agri. policy dep't	2		2
Farm guidance & better living sec.	6	3	9
Agri. policy sec.	2	1	3

Classification	No. of employees		
	Male	Female	Total
Main office			
Amalgamation counter-measures room	9		9
Amalgamation promotion sec.	6		6
Management counter-measures sec.	4	1	5
Auditing dep't	1		1
Auditing sec.	9	1	10
Education dep't	4		4
Education & training sec.	3	2	5
Branch office	5	6	11
Total	73	19	92

Excerpted from the business report of the Chiba prefectural women's association of the agricultural cooperatives

1. Strengthening of organization

- (1) Fostering of women groups by different generations
- (2) Establishment of leaders of women's association (establishment of a system of those who hold special skill system)
- (3) Mediation of sales of a magazine for commemoration of 40th year anniversary of founding of the women's associations

2. Activities for agricultural measures

- (1) Activities for protecting "Food and Agriculture"
- (2) Relief campaign implemented (fund raising campaign) for the earthquake which hit an island in Hokkaido province
- (3) Special fund for the agricultural legislative activities special fund to deal with the Gatt problem

3. Better living activities

- (1) Joint purchasing campaign was implemented
- (2) A campaign for changing into powdered soap was implemented
- (3) The Purtab collection campaign was implemented
- (4) Volunteer activities were promoted and measures for the aged were taken

4. Activities carried out for suggestions for study

- (1) A dialogue with officials of agricultural cooperative was promoted
- (2) Articles excerpted from the Ienohikari monthly magazine were used for study circle for women's association
- (3) "Ienohikari conference" by blocks (regions) was held

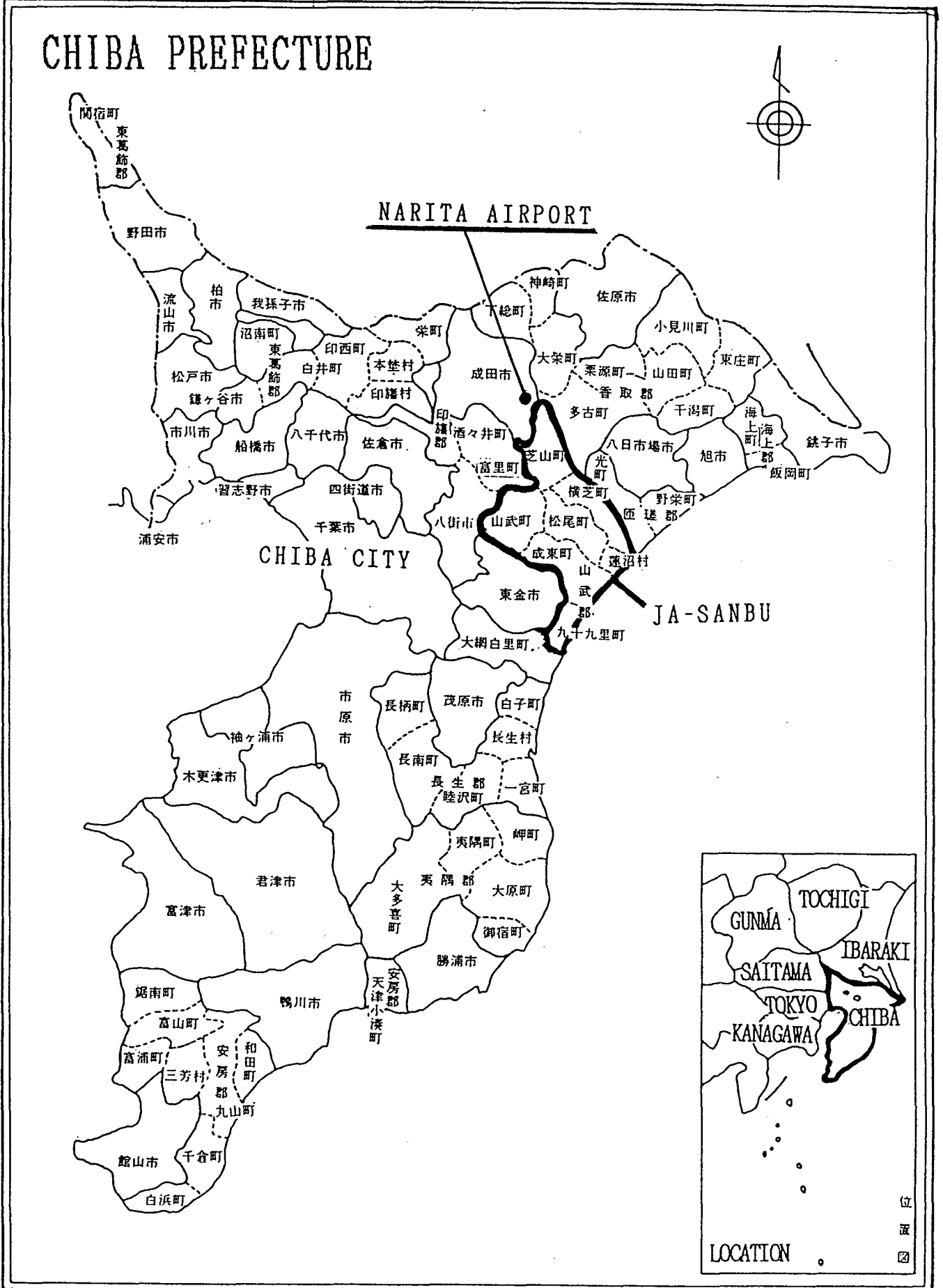
5. Various meetings

- (1) Joint meeting of managers of agricultural cooperative and secretariate was held
- (2) Gathering of young members of women's association conducted
- (3) Meeting of leaders of the women's association in Kanto & Koushinetu districts was held
- (4) Participation in the so-called international college by the women's association of the agricultural cooperatives (trip to Hawaii) was invited

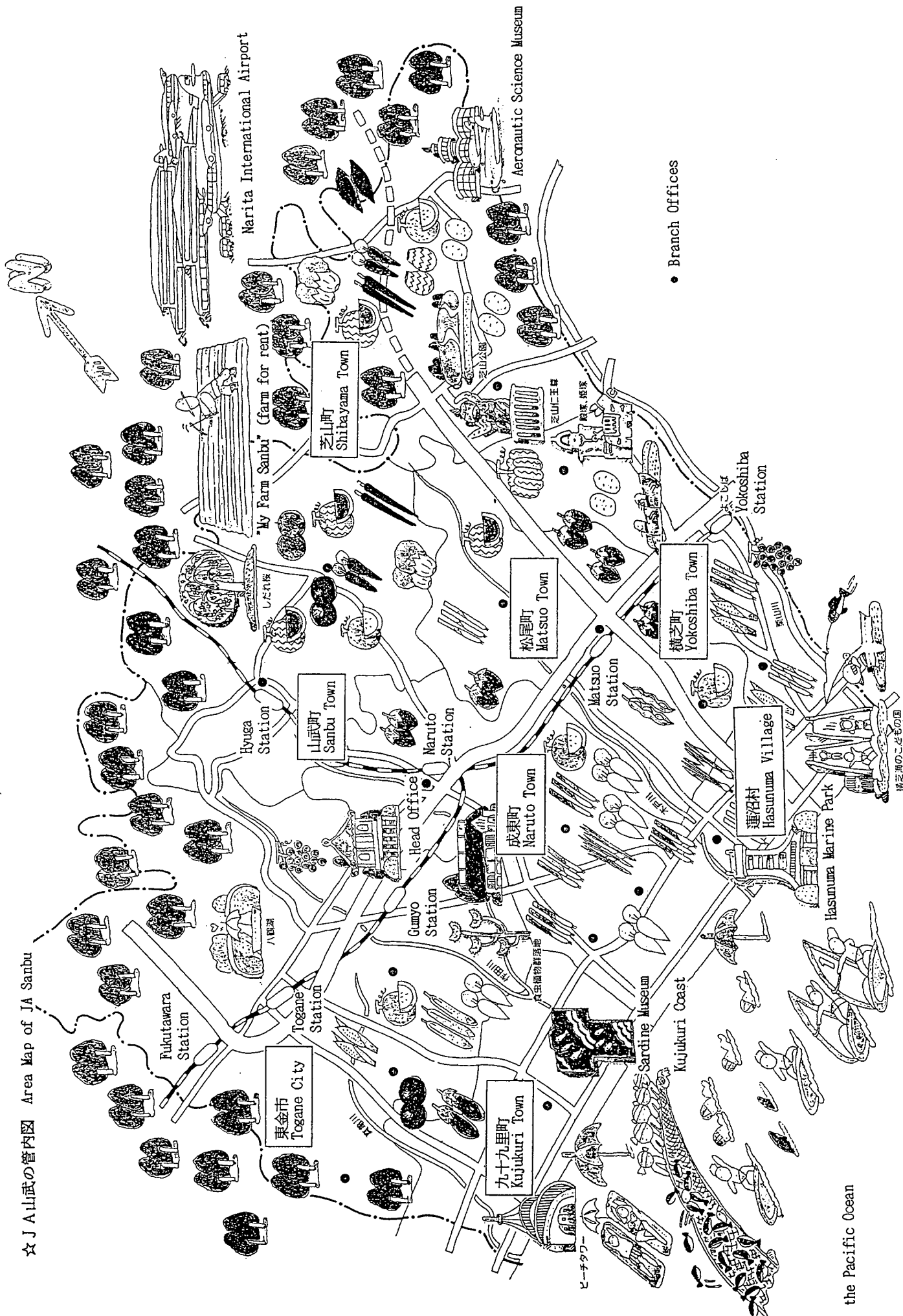
III. Outline of JA Sanbu

III. Outline of JA Sanbu

☆ J A山武の地域図 Location of JA Sanbu



☆ J A山武の管内図 Area Map of JA Sanbu



● Branch Offices

the Pacific Ocean

☆ J A山武の誕生 The Birth of JA-Sanbu

山武農業協同組合は昭和48年4月1日、郡内1市6町1村の12農協が合併し、当時日本最大の広域農協としてスタートした。

J A全中（全国農業協同組合中央会）が推し進めるC I運動のもと、平成4年4月1日に名称をJ A山武と改称した。

Sanbu Agricultural Co-operatives came into being in April, 1973 as a result of the great merger among 12 primary society located inside 1 city, 6 towns and 1 village. At that time, it was the biggest co-operative in Japan.

It changed the name to JA Sanbu on April 1; "JA" is the nickname for "Japan Agricultural Co-operatives." It was introduced to establish a CI (Corporate identity) by JA-ZENCHU (Central Union of Agricultural Co-operatives).

☆地区の概要 Outline of the area

九十九里平野の中央部と両総台地の一部から成り立っている山武地域は、千葉県東部に位置している。

Sanbu area forms in the center of Kujukuri-plain and a part of Ryoso-plateau, and is located at the eastern part of Chiba Prefecture.

気候は太平洋を流れる暖流の影響を受ける温暖多雨な海洋性気候で、年間平均気温は15度、降雨量は年間1,500ミリ程度である。

They have marine climate, warm and much rain, affected with warm

current in the Pacific Ocean. The average temperature is 15°C, 53 F, and the amount of rainfall is 1,500 millimeters per year.

管内には四河川が流れているが、旧来この地域は地形や地質の関係で貯水能力に乏しく、農業生産は極めて不安定な状況であった。しかし昭和40年の両総用排水事業の完成で、管内農業は急速な発展を遂げた。

4 rivers in the area had not been full used for agriculture in the past. The capacity of reservoir had been shorted for the stable farm productivity because of the topography and geology of this area. But the condition of water supply for agriculture was improved by drainage system constructed in 1965, and as the result of it, the agriculture in this area has been developed rapidly.

交通についてはJR総武本線と東金線が走り、国道126号線を中心に県道が縦横に結ばれている。近年は新東京国際空港、海岸地帯の観光開発に関連して、東金有料道路の延伸化など交通通信の整備が一段と進んでいる。

They have JR Sobu Line and Togane Line in the area. The network of roads in the area has been spread into all directions by National Route 126, as a central role, and other prefectural routes. For the necessity of the access to Narita International Airport and water-front developed as a sightseeing spot, traffic system and communication media, such as the expanding Togane tollway, have been further equipped.

☆地域農業の概要 Outline of Agriculture

米は、銘柄米「コシヒカリ」の生産が中心である。近年は低コスト・省力化稲作を目指している。

They product rice, particularly "Koshihikari" brand. Now they endeavor to cut down the cost and the labor.

野菜は6品目が大型産地としての地位を築いている。現在は品質の良い野菜をコンスタントに供給できるよう、園芸部組織を中心に土づくり運動の展開をはじめ、消費宣伝にも力を入れ、よりよい銘柄産地づくりを目指している。

There are 6 items of vegetable producted mainly in this area. Now group for vegetable producers promote good soil making campaign and PR activities in order to supply vegetable which is good quality constantly. Their aim is to set up famous place of production.

畜産は、管内のほぼ全域にわたって行われている。

Livestock is producted throughout this area.

☆地域内宮農の基盤 Structure of Agriculture

(1) 農家数 No. of Farm Households

(1992.12)

総世帯数 All Households	52,832
農家 Farm Households	11,675
專業農家 Full Time	2,018
I種兼業農家 Part-Time I	1,766
II種兼業農家 Part-Time II	7,891

(2) 農家人口と農業就業人口 Farm Household Population, Farm Work Force

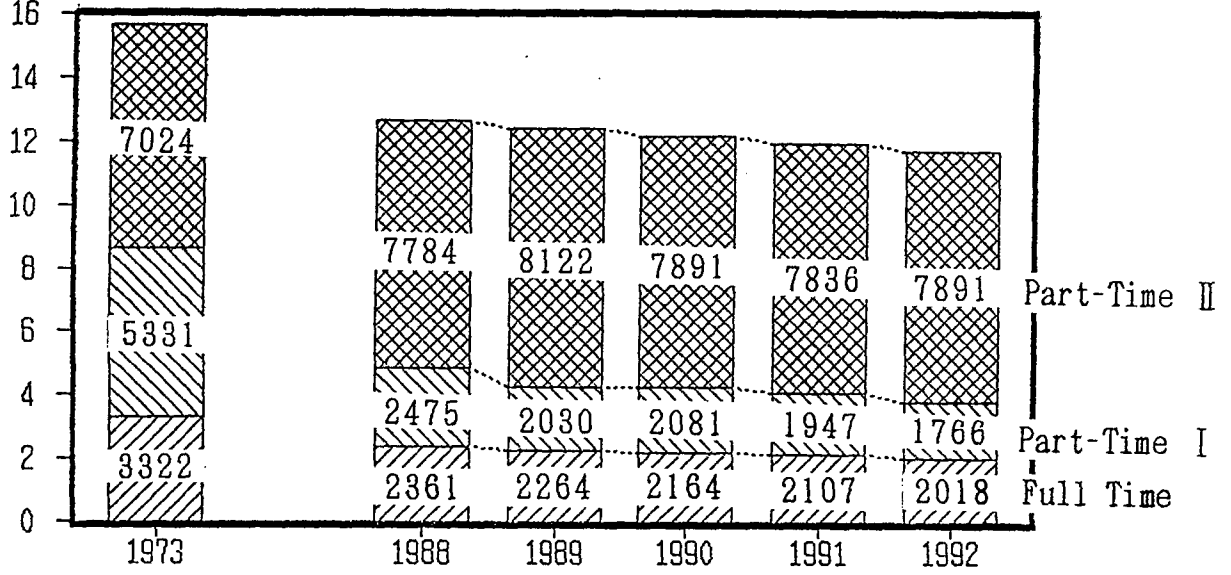
総人口 All Population	183,889
農家人口 Farm Population	54,612

(3) 土地面積 Total Area

土地面積 Total Area	30,348 ha
水田 Paddy Land	10,686
畑 Upland	7,561
山林 Forest	6,710

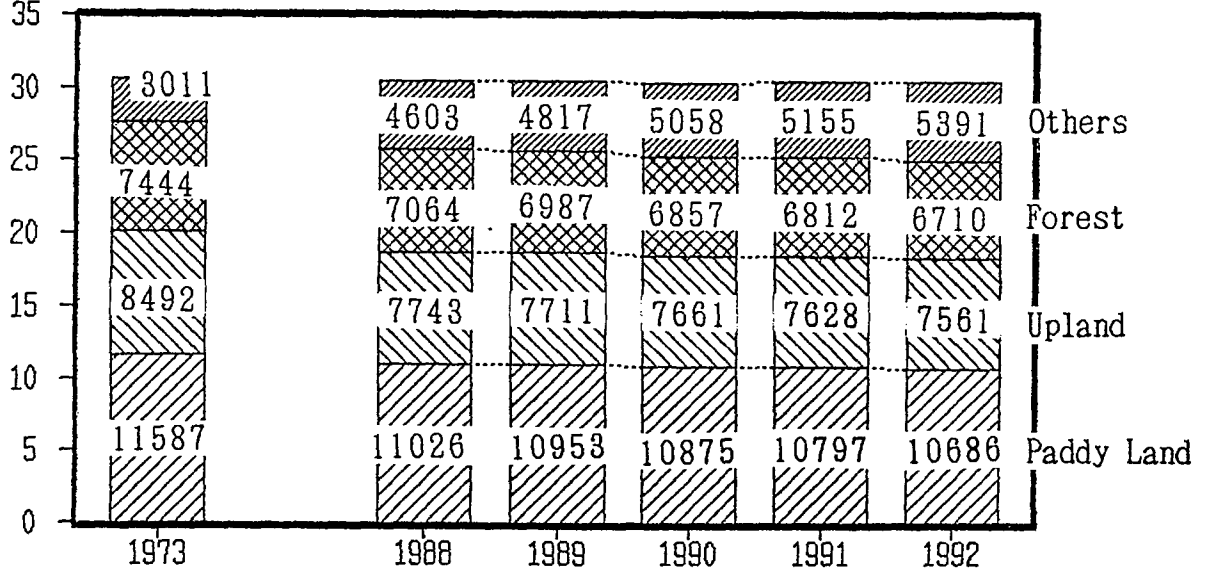
農家数 No. of Farm Households

単位:千



土地面積 Total Area

単位:千



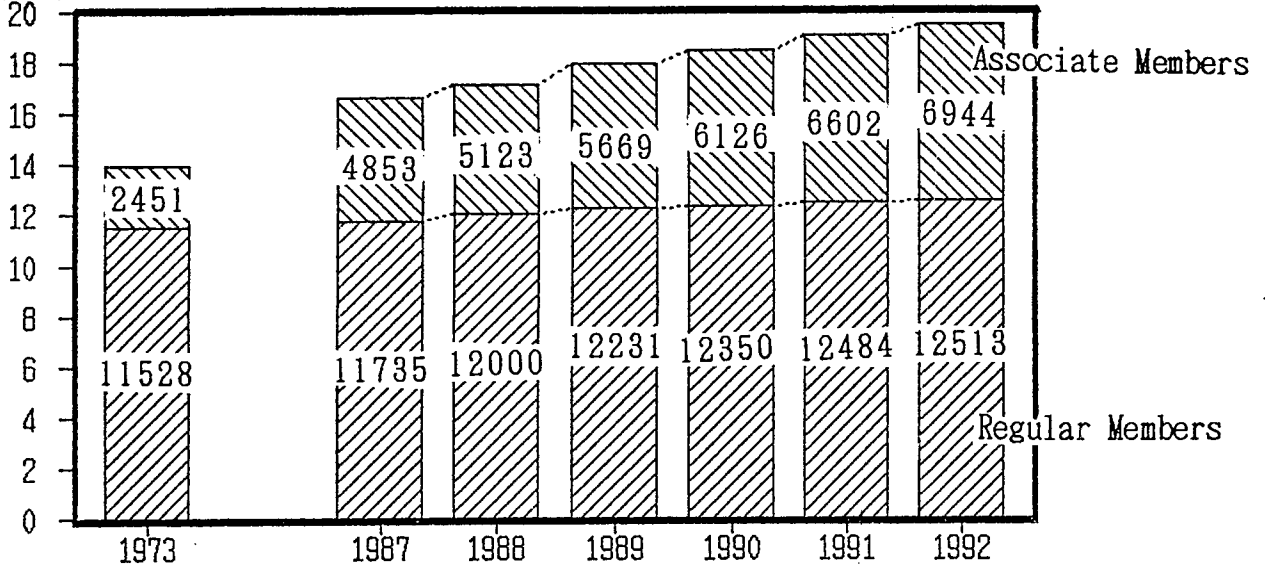
☆組合員と総代 Membership and Representatives of Members

(1992. 12)

正組合員	Regular Members	12,513
准組合員	Associate Members	6,944
合計	Total	19,457

総代	Representatives of Members	520
運営委員	Operation Committee Members	263

単位・千



☆出資金と固定資産

Share Capital & Fixed Assets Turnover in Thousand Yen

出資金 Share Capital 1,913,170千円

固定資産 Fixed Assets 2,898,620

☆協力組織 Members Organization of JA Sanbu

青年部 Young farmers Group 218名 Persons

婦人部 Women's Group 1,949名 Persons

農家組合 Farmers Association 602組合 Societies

生産部会 Commodity-Wise Producers Group

水稻部会 Rice Producers Group 6,884戸 Farmers

養豚部会 Pig Raising Group 70

養鶏部会 Poultry Group 3

肉牛部会 Beef Cattle Group 10

酪農部会 Dairy Group 103

園芸部会 Horticulture/Vegetable Group 2,354

果樹部会 Fruits Growers Group 14

植木部会 Garden Plant Group 22

共済友愛会 Mutual Insurance Fellowship Group 1,660

新共同購入 New Joint Purchase 1,033

☆役員及び職員 Officials and Employees

(1992.12)

(1) 役員 Officials

① 理事 Board Members	34
② 監事 Auditors	6

(2) 職員 Employees

男 Male	254
女 Female	143

平均年齢 Average Age	36.1歳 years old
平均勤続 Average length of the service	14.4

☆J Aの施設概要 Outline of Constructed Facilities

・本所 Head Office Building	1
・支所 Branch Offices	20
・山武農村婦人の家	Sanbu Institute for Rural Women
・機械センター	Agri-Machinery Center
・営農技術センター	Farm Technical Center
・S A Nトラベル	SAN Travel Agency
・山田S S	Yamada Agri-Machinery Service Center
・集出荷センター (第一、第三)	Collection & Shipment Center (1, 3)
・給油所 (第一、第三、はにわ台)	Gas Station (1, 3, Haniwadai)
・株式会社 さんぶ	Sanbu Company (Funeral Service)

☆支所の主な取り組み Main Activities at Branch Offices

- ・支所まつり festival at Branch Offices
- ・農業祭 (町と共催) agricultural festival for celebrating harvest
(in cooperation with local government)
- ・夏休み子ども村 activities for children in summer vacation
(experiencing rural life)
- ・春休み親子スキー sky tour for parents and their children in spring
vacation
- ・各種スポーツ大会 Variety of sports gathering
- ・高齢者健康活動 (ゲートボール大会) Health control activities for
the aged (ex. Gateball)
- ・資産税セミナー seminar on assets tax

☆事業の概要 Business Activities (1992)

① 販売品販売高 (単位：百万円) Marketing Turnover in Million Yen

・米 Rice	4,554
・麦・落花生 Wreat & Groundnuts	88
・青果物 Vegetable & Fruit	8,828
ネギ Welsh Onion	2,408
トマト Tomato	821
ニンジン Carrot	802
スイカ Watermelon	773
ダイコン Japanese Radish	682
バンタム Maize	601
ソラマメ Broad Bean	311
キュウリ Cucumber	309
その他 Others	2,121
・畜産物 Livestock Products	553
肉豚 Fed Pigs	244
肉牛 Fed Cattle	140
小豚 Pigling	120
その他 Others	49
・その他 Others	18

合計 (Total) 14,041

② 購買品取扱高 (単位：百万円) Supply Turnover in Million Yen

・肥料 Fertilizer	868
・農薬 Farm Chemicals	589
・農機 Farm Machines	1,025
・飼料 Feedstuff	619
・生産資材 Farm Inputs	1,144
・石油類 Petroleum	861
・生活資材 Customer Goods	746
・自動車 Cars	544
・素畜 Livestock	45

合計 (Total) 6,440

③ 金融事業 (単位：百万円) Credit Business in Million Yen

・貯金残高	Savings	104,696
当座性	Current	16,561
定期性	Time	88,135
・貸付金残高	Loans	17,614

④ 共済事業 Mutual Insurance Business

<長期共済保有高> 654,149百万円

Long-Term Insurance Policies in Force in Million Yen

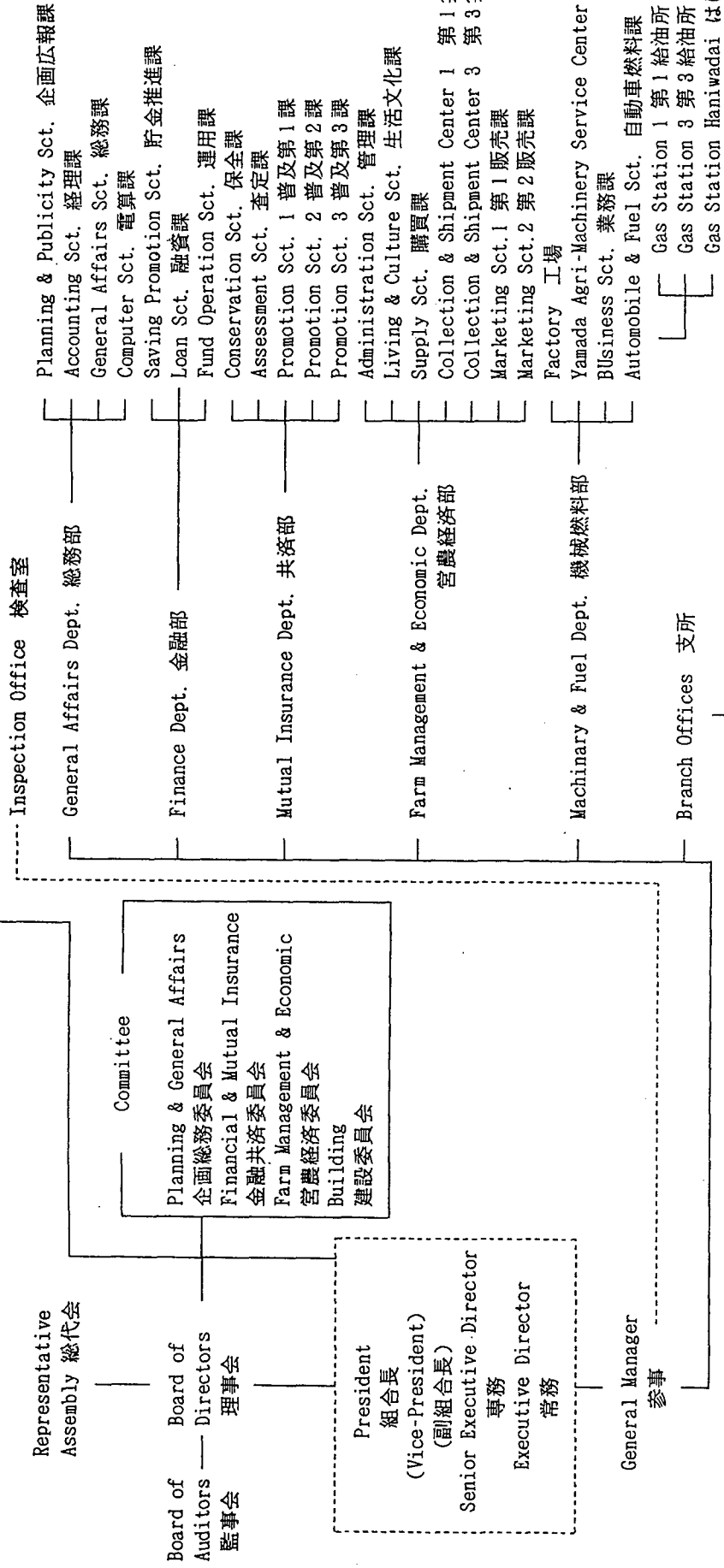
・生命等 (こども・定期特約・住建を含む)	393,283
While Life endowment, Children's, Home Construction	
・年金・終身	96,803
Pension, Endowment	
・建更	164,063
Building endowment	

<短期共済保有件数> 16,168件

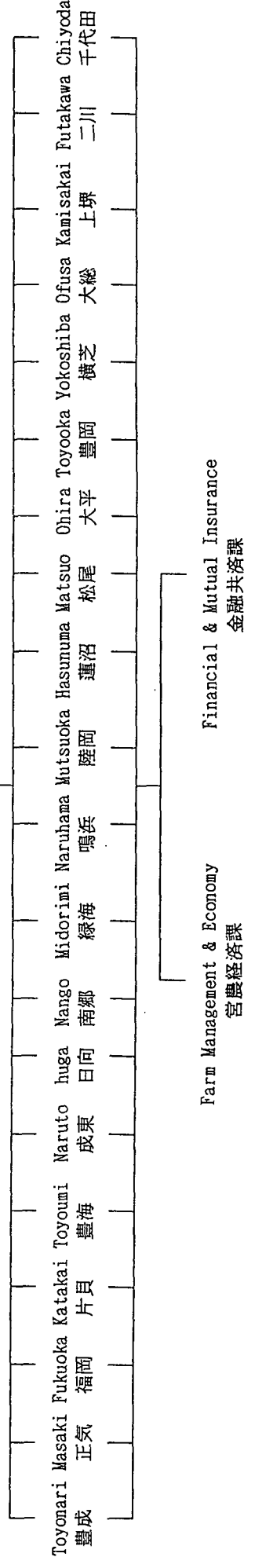
Short-Term Insurance Number in Force

・自賠責	Automobile Liability	5,200
・自動車	Automobile	9,149
・傷害	Personal Accident	1,058
・火災	Fire	702
・その他	Others	59

☆機構図 Organizational Structure

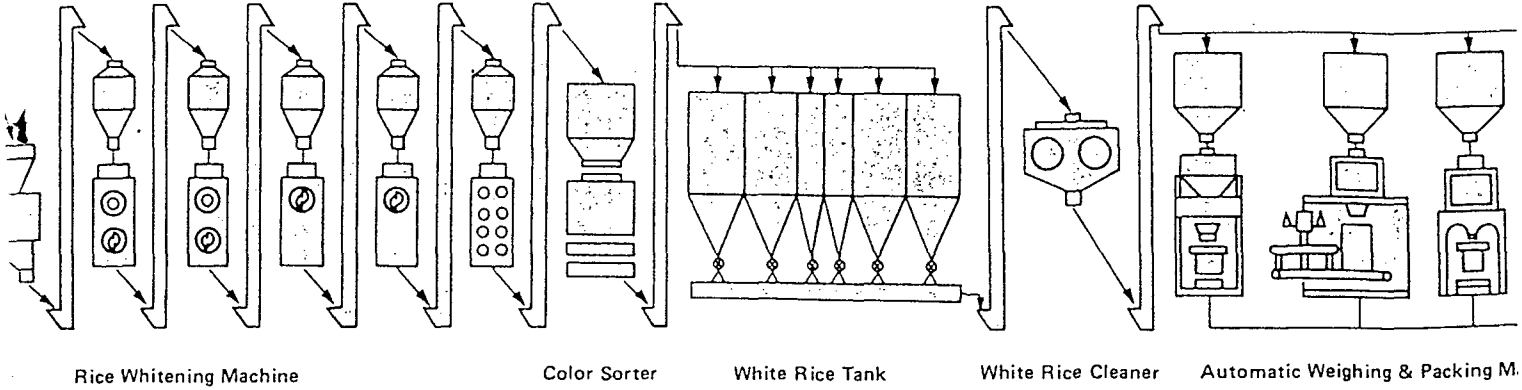


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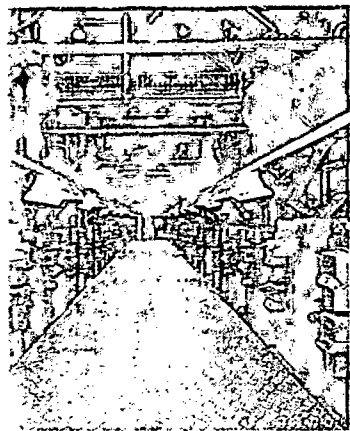
Reference Materials

Hi-Brilliant Milling System

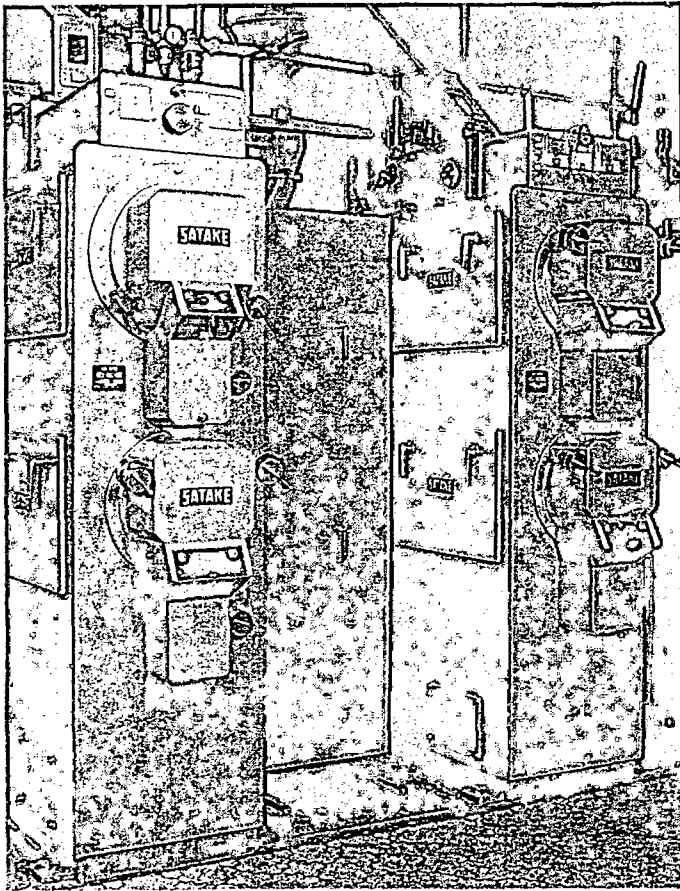


POLISHING PROCESS

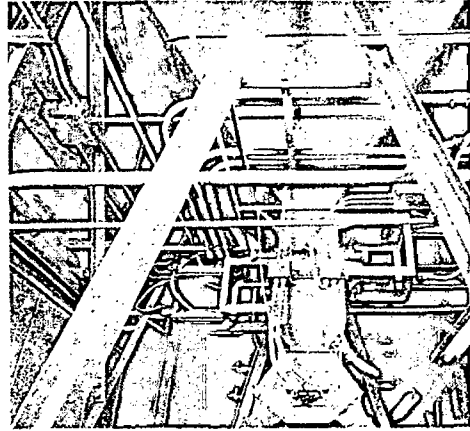
FINISHING PROCESS



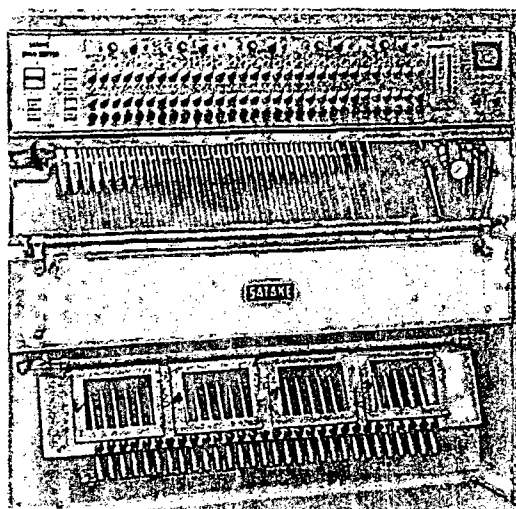
WHITENING FACILITY
 Brown rice stored in the brown tank is whitened according to shipping schedule. There are 5 sets of 75 HP and 2 sets of 30 HP whiteners, having a whitening capacity of 200 tons on brown rice.



CLEAN LITE (left)
HI CLEAN LITE (right)
 These facilities make clear white rice which require no washing. Clean Lite removes free and adhered bran by the friction of grains, with cooling the white rice by air blow. Hi Clean Lite stabilizes the luster of grain surface by the friction of polished white rice.



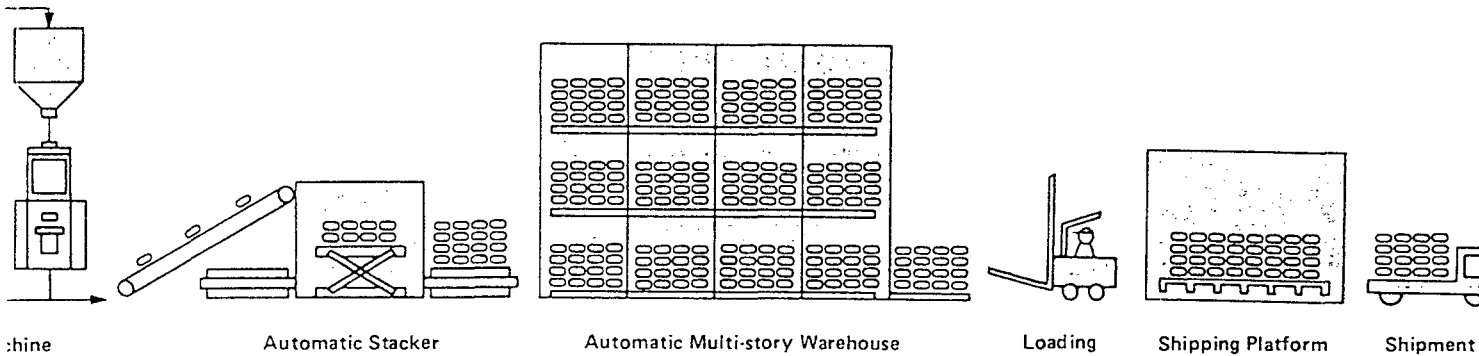
WHITE RICE TANK
 The white rice stored in 32 tanks separately by brands can be blended by blending device and the stored amount can be checked through TV monitor.



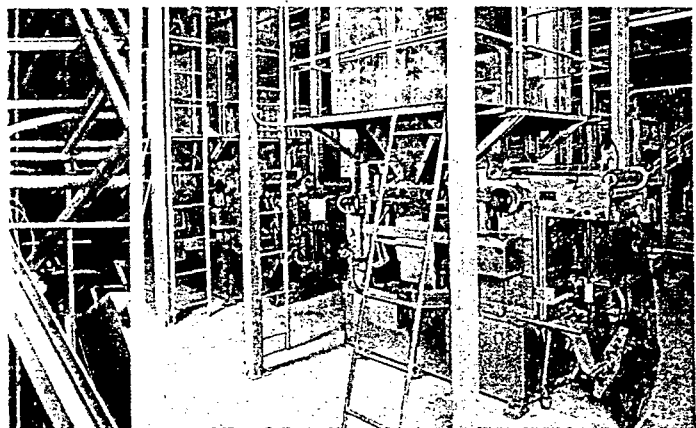
COLOR SORTER
 The electronic sensor catches the colored kernels and blow them off by compressed air.



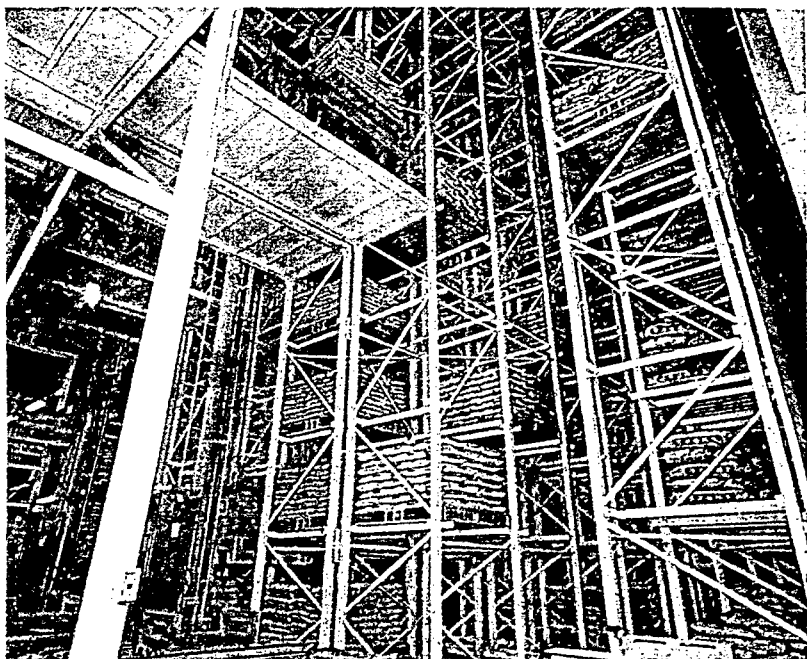
WHITE RICE CLEANER
 The rotating cylindrical sieves eliminate broken rice and lumps of bran to finish the separation.



DELIVERY PROCESS

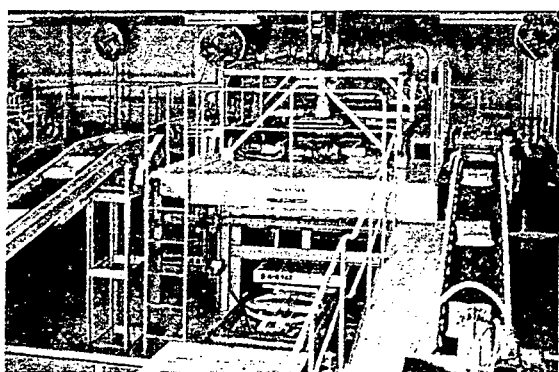


AUTOMATIC WEIGHING & PACKING MACHINE
To weigh the white rice automatically and pack it separately by brands/ weight.



AUTOMATIC MULTI-STORY WAREHOUSE

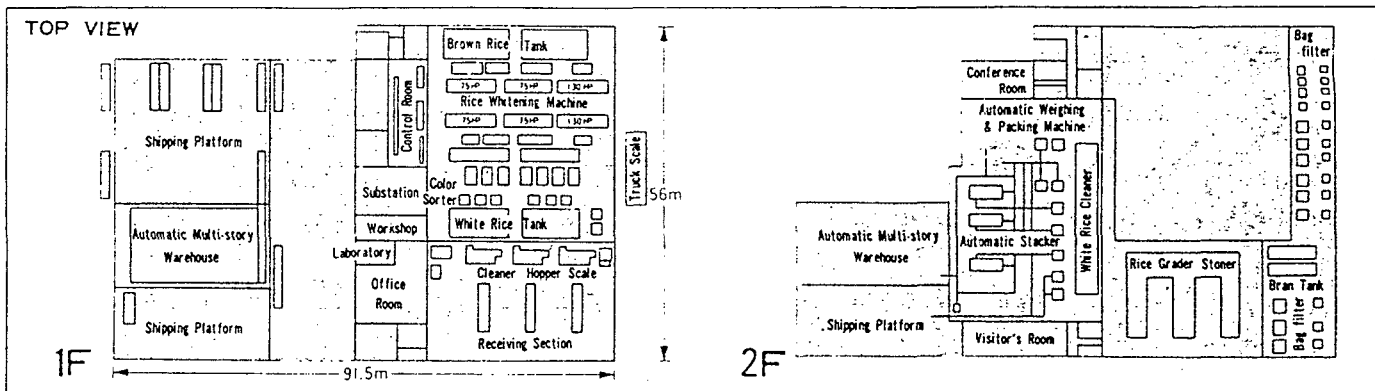
All the operations are automat- ed, i.e. white rice is carried in being controlled by TV monitor and delivered by remote control. There are 672 racks in the warehouse, having capacity of 400 tons of white rice in total.



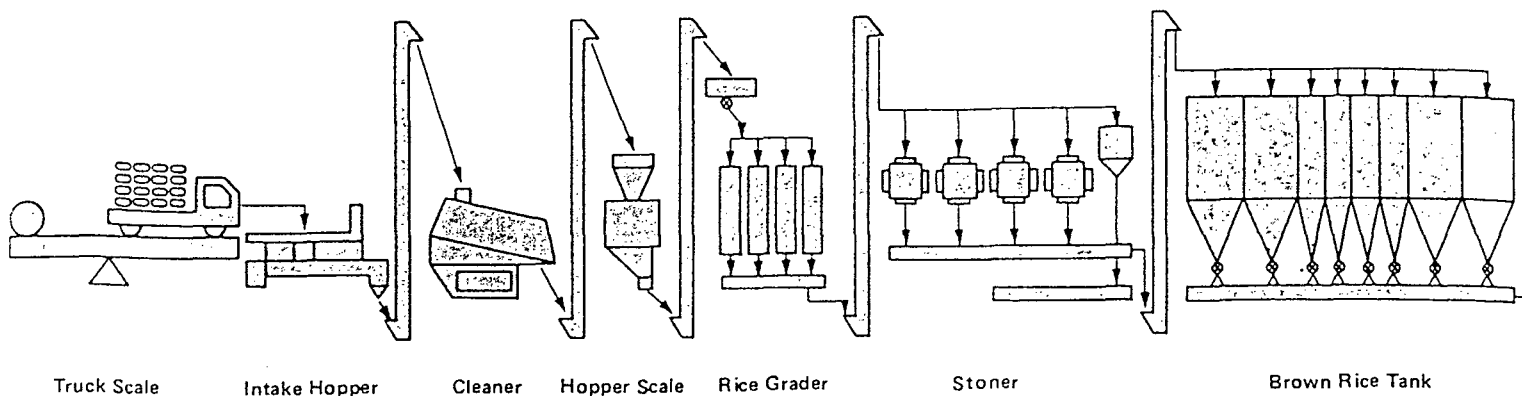
AUTOMATIC STACKER
To pile up the bagged rice on palettes automatical- ly. This machine greatly contribute to labor-saving.



SHIPMENT



PLANT FLOW CHART



Truck Scale

Intake Hopper

Cleaner

Hopper Scale

Rice Grader

Stoner

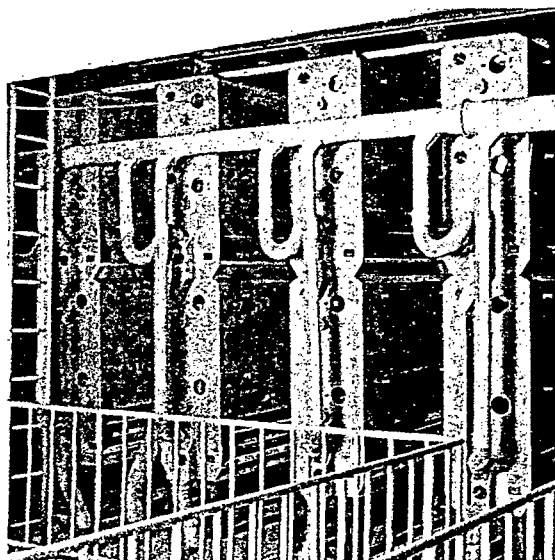
Brown Rice Tank

RECEIVING PROCESS



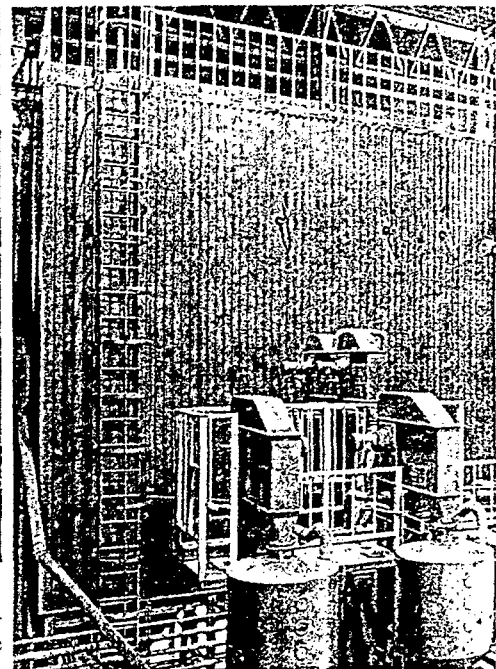
INTAKE HOPPER

There are 3 intake pits in total. Brown rice carried is unpacked here and taken in.



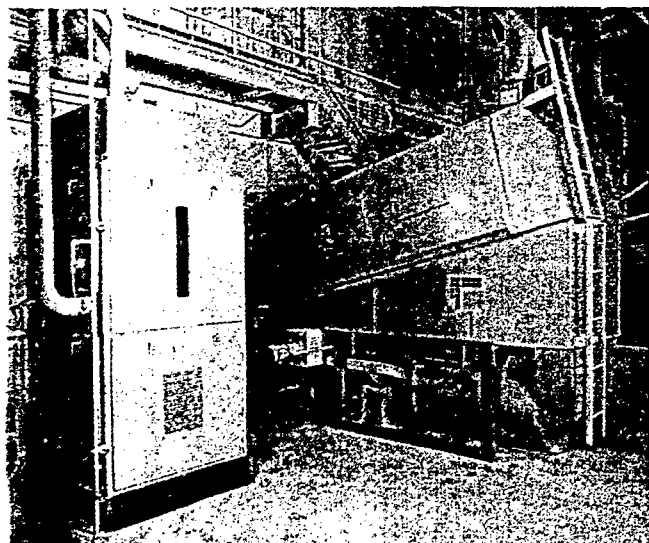
RICE GRADER

To separate normal rice eliminating immature and broken rice through screens.



BROWN RICE TANK

To store pure normal brown rice separately by brands.

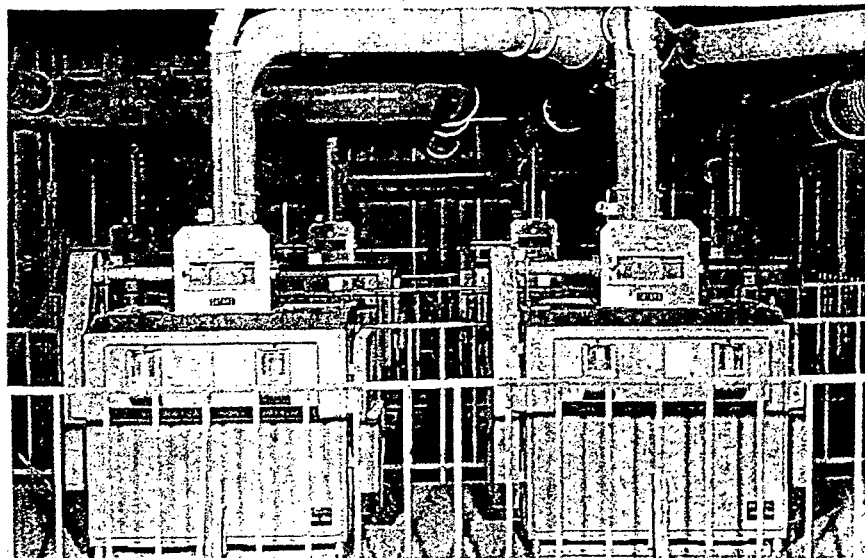


CLEANER (right)

To eliminate husk, straw, waste thread, etc. from brown rice by air flow and a sieve.

HOPPER SCALE (left)

To weigh the brown rice from the cleaner, and measure its moisture content and temperature at the same time.



STONER

To eliminate stones, metal pieces, sands, etc. mixed in the brown rice by the difference of specific gravity.

*Rice processing centre

