

Reports on

**LEADERSHIP THROUGH
EDUCATION**

**17th International Co-operative Seminar
April 4th - May 29th, 1976**

ICA Library
334:370
ICA-R
ICA 02153

Swedish Co-operative Centre
S-104 65 Stockholm 15

17TH INTERNATIONAL CO-OPERATIVE SEMINAR

on

LEADERSHIP THROUGH EDUCATION

April 4th - May 29th, 1976

334:330.
SWE.

Swedish Co-operative Centre
Fack
S-104 65 Stockholm
Sweden



I N D E X

	Page
Preface	3 - 4
List of participants	5 - 6
Programme	7 - 17
Field study programme in Gävle	18
Field study programme in Linköping	19
Field study programme in Uppsala	20
Report from the African group	21 - 34
Report from the Asian group	35 - 95

P R E F A C E

The Swedish Co-operative Centre (SCC), in collaboration with the Swedish International Development Authority (SIDA) and the Regional offices of the International Co-operative Alliance in New Delhi, India, and Moshi, Tanzania, arranged the 17th International Co-operative Seminar, a seminar for women, from 4th April to 29th May 1976, on the subject "Leadership through Education". The 20 participants came from South-East Asia and East and Central Africa. The ICA New Delhi was represented through one resource person.

It was the first seminar for women arranged by the SCC in Sweden, preceded by four local women seminars in Kenya, Tanzania, Uganda and Zambia, and one Regional in Nairobi, during July-November 1975 and one women conference in Kuala Lumpur in July 1975. From these seminars and the conference 20 women were selected for the further training in Sweden. The Swedish seminar leader Margareta Carlström from the Federation of Swedish Farmers participated as a resource person at the Nairobi seminar to secure the adjustment of the programme in Sweden to the local need. The preceding activity in Asia was a women conference in Kuala Lumpur, Malaysia, where a Swedish resource person Ulla Jonsdotter from the S.C.W.S. participated, who later guided the programme in Sweden for the Asian participants.

Before the seminar started in Sweden the ICA offices arranged an orientation week 29th March - 3rd April in New Delhi and Moshi for the participants from the regions concerned.

In Sweden the programme started with a three weeks introduction and lecturing period at the Consumer Co-operative College Vår Gård. The group had also the chance to meet and discuss with the ICA Women's Committee. Thereafter local studies were carried out on the island of Gotland. The 6th week was reserved for specialised programmes dividing the seminar in one African and two Asian groups. During the last week in Sweden the groups prepared reports for presentation and discussion. These reports are presented here. The group left Sweden for a short visit to the ICA office in London and continued to Yugoslavia where a one week programme was arranged in Slovenia by Mrs. Mara Rupena.

The ICA regional offices in New Delhi and Moshi are increasing their efforts to strengthen the role of women in co-operative development. In East and Central Africa, the ICA has concentrated on training women, who are involved in co-operative education. In Asia, the ICA is organizing short national courses for women, as recommended by Women Conference in Kuala Lumpur.

The Women Seminar in Sweden has to be regarded as being part of the ongoing efforts through the ICA to strengthen women involvement in co-operatives in the developing countries. The Swedish Seminar tried to combine questions of leadership and education through studying the role of women in Swedish co-operatives, the role of women organizations, women in the Swedish society and the overall education system.

17TH INTERNATIONAL CO-OPERATIVE SEMINAR
April 4 - May 29, 1976

List of participants

Ms. Mary Kola.....	KENYA
Ms. Elizabeth Waruhiu.....	"
Mrs. Thecla J. Bwire.....	TANZANIA
Mrs. Zakia Meghji.....	"
Ms. Gloria Yengayenga.....	"
Mrs. Jova Bagarukayo.....	UGANDA
Mrs. Joyce Gwoke.....	"
Ms. Rosemary Pulunyi.....	"
Mrs. Josephine Katota.....	ZAMBIA
Ms. Theresa Mwiya.....	"
Mrs. Perveen Ahmad.....	BANGLADESH
Ms. Uma Mukherji.....	INDIA
Ms. Rosnah Darus.....	MALAYSIA
Mrs. Ramani Gurusamy.....	"
Ms. Pathma Tamby Dorai.....	"
Mrs. Armi Zainudin.....	"
Ms. Josie Gaerlan.....	PHILIPPINES
Mrs. Maria Paz Salvano.....	"
Mrs. Tuline Kulasinghe.....	SRI LANKA
Mrs. Soma Perera.....	"
Mrs. Margaret D'Cruz.....	ICA, INDIA

SWEDISH CO-OPERATIVE CENTRE

Ms. Margareta Carlström.....	SWEDEN
Mrs. Märta Dahlström.....	"
Mr. Malte Jönsson.....	"
Mrs. Kerstin Skoglund.....	"

STUDY PROGRAMME APRIL 4 - MAY 29, 1976.

APRIL

Sunday	4,		Arrival to Stockholm. Accommodation at Vår Gård, the Consumer Co-operative College, Saltsjöbaden.
<hr/>			
Monday	5,	a.m.	Introduction of the SCC staff and the participants. General information about the programme and practical arrangements.
		p.m.	Information on Vår Gård, the Consumer Co-operative College. Mr. Lennart Säflund
		even.	Filmshow
<hr/>			
Tuesday	6,	a.m.	The historical development of the consumer co-operatives in Sweden. Information on the consumer co- operative movement in Sweden. Mr. Nils Thedin
		p.m.	Information on "Gillesförbundet", the Union of Co-operative Consumer Guilds. Mrs. Ulla Jonsdotter
		even.	Welcome dinner at Grand Hotel, Saltsjöbaden.
<hr/>			
Wednesday	7,	a.m.	Information on the Swedish International Development Authority, SIDA. Mr. Stig Ringenson
		p.m.	Information on Konsumentverket, the National Swedish Board for Consumer Policies. Mr. Lars Ag
<hr/>			

Thursday	8,	a.m.	Methods and techniques of information, education and communication. Mr. Peter Mörck
		p.m.	cont.

Friday	9,	a.m.	Methods and techniques of information, education and communication. Mr. Peter Mörck
		p.m.	Guidelines for report writing. Mr. Peter Mörck

Saturday	10,		Free
----------	-----	--	------

Sunday	11,		Sightseeing in Stockholm
		even.	Dinner together with the ICA Women's Committee.

Monday	12,	a.m.	Committee techniques. Decision making. Visual aids. Mr. Carl Johan Toll
		p.m.	cont.

Tuesday	13,	a.m.	Integration of women in development. Mrs. Greta Bergström
		p.m.	Women in Swedish society. Mrs. Gertrud Sigurdsen
		even.	Social evening together with ICA Women's Committee in Skärtofta, Vår Gård.

Wednesday 14, a.m. Discussions together with ICA Women's Committee.

p.m. Visit to co-operative shops together with ICA Women's Committee.
Mrs. Gisela Eronn

even. Dinner at Folksam, the Co-operative Insurance Company.
Information about Folksam.
Mrs. Birgitta Lindström

Thursday 15,
Friday 16, Easter holiday -
Saturday 17, Visits to Swedish families.
Sunday 18,
Monday 19,

Tuesday 20, a.m. Departure for accommodation at Sångs-
Säby, the Training College for the
Federation of Swedish Farmers.
Information about the College Sångs-
Säby.

p.m. Information on the agriculture co-
operative movement in Sweden and its
organizations.
Mr. Halvdan Åstrand

even. Social evening together with KF's
buyers of women clothing.

Wednesday 21, a.m. Comments from and discussions with a
co-operative adviser earlier working
in Africa.
Mr. Gunnar Lundstam

p.m. Comments from and discussions with a
co-operative adviser earlier working
in Asia.
Mr. Herman Lamm

Thursday	22,	a.m.	Visit to a dairy co-operative (Arla). Mrs. Margareta Thilander
		p.m.	Visit to the Farmers' Test Kitchen. Ms. Birgitta Sidh
		even.	Social evening at Sångå-Säby.
<hr/>			
Friday	23,	a.m.	Information on KF Study Department. Training of co-operative members and committee-members. Cooperation with the Workers' Educational Association. Mr. Gunnar Larsson
		even.	Social evening at Timmermansgårdens Hemgård. Ms. Ragnhild Ågren
<hr/>			
Saturday	24,	a.m.	Departure by bus for Nynäshamn. Departure by boat from Nynäshamn to Gotland.
		p.m.	Arrival to Visby, Gotland.
<hr/>			
Sunday	25,		Sightseeing on Gotland.
<hr/>			
Monday	26,	a.m.	Information on producer co-operative of Gotland. Mr. Ola Lindwall Mr. Ulf Hörsne Ms. Edit Bolin
		p.m.	Division in groups. Visits to different local societies.

Tuesday 27, a.m. Visit to and information about
Löfsta lantbruksskola (Agr. College)
Mr. Henry Sundgren
p.m. cont.

Wednesday 28, Group 1: Medical care - information
on the organization
Group 2: Social welfare - information
and visits.

Thursday 29, a.m. Visit to and information on the
consumer co-operative society of
Gotland.
Mr. Sivert Andersson
p.m. Visit to shops.

Friday 30, Division in groups.
Information about the system of
education. Visit to schools.
even. Celebration of Walpurgis night.

MAY

Saturday 1, Free

Sunday 2, Free

Monday 3, a.m. Visit to Gotlands Fornsal (museum of
Gotland).
p.m. Meeting with representatives of
different women's organizations at
Fridhem.
even. cont.

Tuesday 4, a.m. Study visits to Gotlands Lantmän,
Driftsbyrån,
Föreningsbanken and
Vuxenskolan
p.m. Visit to Hemse Fjäderfä (Poultry) AB.
Study visit to Hemse Folkhögskola
(College).

Wednesday 5, a.m. Information on home adviser's work.
Mrs. Greta Persson
p.m. Report writing.
even. Social evening with local agriculture
societies.

Thursday 6, a.m. Study visit to Larsarve farm in Roma.
Mrs. Astrid Ahlsten
p.m. Visit to and information on Gotlands'
Handicraft Centre.
Mrs. Violet Bergdahl

Friday	7,	a.m.	Discussions resp. report writing.
		p.m.	Departure by boat from Gotland to Oskarshamn.

Saturday	8,		By bus to Motala, passing through the provinces Småland and Östergötland.
----------	----	--	---

Sunday	9,		By bus to Linköping, Uppsala and Gävle for field studies - the seminar was divided in three groups with special programmes.
--------	----	--	---

Monday	10,		Field study programmes (see pages 18-20).
Tuesday	11,		
Wednesday	12,		
Thursday	13,		

Friday	14,		Assembling of the seminar in Stockholm. Accommodation at the Consumer Co-operative College, Vår Gärd, Saltsjöbaden.
--------	-----	--	---

Saturday	15,	a.m.	Report writing.
		p.m.	cont.

Sunday	16,		Free
--------	-----	--	------

Monday	17,	a.m.	Methods and techniques of information, education and communication. Mr. Peter Mörck
		p.m.	Preparation of report presentation. Mr. Peter Mörck

Tuesday 18, Free

Wednesday 19, a.m. Presentation of the reports.
p.m. cont.
Evaluation of the seminar
even. Farewell dinner

Thursday 20, a.m. Departure for London.
p.m. Visit to and information on ICA,
International Co-operative Alliance,
London.
Mr. J.H. Ollman

Friday 21, a.m. Free
p.m. Departure from London to Zagreb,
Yugoslavia.
even. Welcome dinner at Hotel Castle
Otočec.
Mrs. Mara Rupena Osolnik

Saturday 22, a.m. Study visits in the community Črnomelj.
Visit to the factory Belsad (vegetables)
and discussion about the cooperation
between the factory and farmers.
Visit to a farm in Poljanska dolina
delivering vegetables to the factory
Belsad.
Mr. Janzekovic, President of the community
p.m. Visit to the elementary school in
Vinica. Presentation of the work of the
U.N. Club and of the local community
in Vinica.
Mr. Osnovna Šola

Sunday 23,

a.m. Visit to the community Novo Mesto
Visit to the House of Ljudska tehnika and the photo and stamp exhibition in Žužemberk.
Visit to a part of the new aquaduct built by youthworkers brigades.
Visit to the elementary school Prevole, discussion with the teachers, brigadiers and representatives of the local community about the work of the school and the cooperation of youth-brigades.

p.m. Visit to the small home-manufacture and needle-wok in the village Prevole.
Visit to the elementary school in Dolenjske Toplice. Discussion with the teachers and representatives of the local community.
Mr. August Avbar
Mr. Osnovna Šola

even. Taking part in the celebration of the local holiday in Dolenjske Toplice.

Monday 24,

a.m. Visit to the community Škofja Loka.
Study visit to the factory LTH.
Discussion about the life in the community and in the factory.
President Občinske Skupščine, Škofja Loka.

p.m. Visit to the Museum and the town.
Study visit to two farms. Divided into 2 groups.
Visit to Ljubljana. Reception in the City Hall of Ljubljana.

Tuesday 25,

Visit to Kumrovec, the birthplace of President Tito.
Taking part in the celebration of the birthday of President Tito.

- Wednesday 26,
- a.m. Visit to the community Trebnje.
Discussion with the representatives of Trebnje. Presentation of the Agricultural Co-operative and getting acquainted with the work of country women(education).
Study visits to the factories Kolinska and Mirna.
Discussion with the farmers-cooperators about the cooperation with the factories.
- p.m. Visit to a rustic Museum in Vesela gora.
Visit to an exhibition of self-educated painters.
Mr. Ivanka Pavlin, President
Mr Pavla Kranjc
-
- Thursday 27,
- a.m. Visit to the community of Velenje.
Reception at the President of the Community-Parliament Velenje
Mr. Zgank Nēstl
Mrs. Hermina Klanĉnck.
Visit to the factory Gorenje.
- p.m. Visit and information on the School Centre and the Institution for Children's Protection.
Visit to a Gallery.
-
- Friday 28,
- a.m. Visit to the community Metlika.
Visit to the affiliate school in Suhor. Information on the local society.
Mr. Vrviscar Skupscjne Obcine
Mr. Zele
Visit to the viticultural area on Plesivica and discussion with the farmers about the collective renewal of vineyards and about the cooperation with the Agricultural Co-operative.
- p.m. Visit to a modern winecellar in Metlika
Closing discussion with the representatives from the different communities which were involved in the programme.
- even. Farewell dinner.

Saturday 29,

Departure from Yugoslavia for the
respective homecountries.

FIELD STUDY PROGRAMME IN GÄVLE 10TH - 13TH MAY, 1976.

Participants:

Perveen Ahmad, Bangladesh
Uma Mukherji, India
Margaret D'Cruz, ICA, New Delhi, India
Tuline Kulasinghe, Sri Lanka
Some Perera, "

Groupleaders: Mr. Åke Törner and Ms. Karin Hall

Monday May 10th, a.m. Visit to a pre-school for young children.
Visit to a basic school.
p.m. free

Tuesday May 11th, a.m. Member and staff education in the Consumer Co-operative Society Alfa.
p.m. Visit to the Museum.

Wednesday May 12th, a.m. Visit to the department of Social Welfare.
Mr. O. Sandström
p.m. free

Thursday May 13th, a.m. Study visit to the co-operative bakery.
p.m. Visit to the Town Library.

FIELD STUDY PROGRAMME IN LINKÖPING 10TH - 13TH MAY, 1976.

Participants:

Mary Kola,	Kenya	Jova Bagarukayo,	Uganda
Elizabeth Waruhiu,	"	Joyce Gwoke,	"
Thecla Bwire,	Tanzania	Rosemary Pulunyi,	"
Zakia Meghji,	"	Josephine Katota,	Zambia
Gloria Yengayenga,	"	Theresa Mwiya,	"

Groupleader: Ms. Margareta Carlström

Monday	May 10th,	a.m.	Training in AV-aids at Liljeholmens Folkhögskola. Ms. Kerstin Sundberg
		p.m.	cont.

Tuesday	May 11th,	a.m.	Training in AV-aids at Liljeholmens Folkhögskola. Ms. Kerstin Sundberg
		p.m.	cont.

Wednesday	May 12th,	a.m.	Teacher's role. Teacher's planning. Teaching methods. Mr. Sten Fällström
		p.m.	Special group works. Mr. Sten Fällström

Thursday	May 13th,	a.m.	Group dynamics. Mr. Peter Mörck
		p.m.	cont.

FIELD STUDY PROGRAMME IN UPPSALA 10TH - 13TH MAY, 1976.

Participants:

Rosnah Darus, Malaysia
Ramani Gurusamy, "
Pathma Tamby Dorai, "
Armi Zainudin, "
Josie Gaerlan, Philippines
Maria Paz Salvano, "

Groupleader: Mrs. Karin Reimer

Monday	May 10th,	a.m.	Sightseeing in Uppsala Ms. Karin Reimer
		p.m.	Visit to and information about the university. Ms. Karin Reimer
<hr/>			
Tuesday	May 11th,	a.m.	Study visit to Gottsunda Centrum, Information about medical care. Mr. Lars Nygren
		p.m.	Information about Housing Co-operative HSB. Mr. Erik Nilsson
<hr/>			
Wednesday	May 12th,	a.m.	Information and presentation of the Consumer Co-operative Society Uppsala and staff education. Mr. Ivar Lindberg Mr. Ragnar Lindahl
		p.m.	Study visit to Disagården and a museum.
		even.	Dinner together with some representatives of the Consumer Co-operative Society, Uppsala.
<hr/>			
Thursday	May 13th,	a.m.	Study visit to a school.
		p.m.	Study visit to a Mother Care Centre and to a Hospital.

REPORT FROM THE AFRICAN GROUP

Participants:

Mary Kola (Secretary)	Kenya
Elizabeth Waruhiu	Kenya
Thecla Bwire	Tanzania
Zakia Meghji (Madame Chair Woman)	Tanzania
Gloria Yengayenga	Tanzania
Jova Bagarokayo	Uganda
Joyce Gwoke	Uganda
Rosemary Pulunyi	Uganda
Josephine Katota	Zambia
Theresa Mwiya	Zambia

C O N T E N T S:

1. Introduction
2. SIDA as an organization which assists co-operative development in developing countries.
3. Information on Consumer Co-operatives in Sweden.
4. Information on Producer Co-operatives in Sweden
5. Involvement of Women in Co-operatives
6. Educational and Social organization in Sweden.
 - a) The Educational system
 - b) Social welfare
7. Methods of communication
 - a) Communication
 - b) Leadership
 - c) Group dynamics
8. General Observations
9. Conclusion

INTRODUCTION

The 17th International Co-operative Seminar was a continuation of the pre-seminar earlier conducted at various levels for women (that is at grassroot, National and Regional levels). This seminar was preceded by a four day orientation seminar held in Nairobi, Kenya. The seminar was organized by SCC, ICA Regional office in Moshi, Tanzania and SIDA.

The aims of the seminar were many, but most important was:

- a) To study women involvement in co-operatives.
- b) To furnish the women involved in co-operative education with the methods of communicating with adults (i.e. Adult Education Methods).

The participants were twentyone in all, drawn from East and Central Africa (i.e. Kenya, Tanzania, Uganda and Zambia) and South East Asia (i.e. Bangladesh, India, Malaysia, Philippines and Sri Lanka) - plus one observer from Trinidad & Tobago.

The programme was in two parts. One was mostly on information on the co-operatives and the involvement of women and another part was on methods of communications and preparation plus use of visual aids.

SIDA as an organization which assists co-operative development in developing countries.

SIDA The Swedish International Development Authority is an international body which offers technical and financial assistance to developing countries.

SIDA which is a totally governmental agency came into existence by 1965. Being a governmental agency, the Government has a lot of influence as to which countries should be given this assistance.

SIDA has got four divisions, namely population, health, education and industry.

SIDA's funds also extend to catastrophe aid, thus it sends relief to different countries which are hit by disasters like flood, famine etc.

SIDA can channel her assistance either through governmental or non-governmental organizations. Thus one finds SIDA giving financial contributions to projects sponsored by Swedish organizations. Also it gives support to a number of liberation movements, e.g. Angola etc.

Comments

SIDA as an international body is very important in that it supports programmes in developing countries. That kind of support should also be extended to projects engineered by the female part of the population, especially programmes which will help the rural women.

SIDA should also keep in contact with different women's programmes either through the SCC, ICA or through the non-governmental organizations e.g. Federation of Co-operative Societies, Unions etc.

SIDA should have a special section so as to offer scholarships to people who want to specialize in co-operation.

CONSUMER CO-OPERATIVES IN SWEDEN

Historical Background

The co-operatives, like Trade Unions in Sweden, started as a voluntary movement. The first consumer society was formed in 1850 but it failed due to mismanagement, lack of money and lack of confidence from the private credit institutions.

In 1899 the Federation of Consumer Societies was founded, with the aim of rendering services to all the consumer societies. Between 1928-29, investigations were carried out as to how the consumer co-operatives could run successfully. Certain resolutions were passed that all the members should attend meetings and the co-operative movement be free from political influence.

The Co-operative Wholesale Society which started in 1900, went bankrupt in 1905 and so was closed down. It then turned to private traders and it became an agent to private wholesalers. From the little profit made, it was revived and became the Co-operative Wholesale Society of Sweden.

In the early stages, however, the consumers made quite remarkable achievements. They established Consumer Co-operative Societies, whose first task was to fight against Credit Trade, i.e. to make some reserve (Sundell principle). The Societies also started their first study groups within the co-operative movement. The aims were to look into the daily problems affecting the members, committee members, staff, but, above all to spread co-operative education among the members. The Societies had to take a close look into the prices and quality of goods purchased by the Societies.

They had to follow the Consumers' demand, i.e. matching their goods with those produced by the private sectors (competitive). The Societies had to promote consumers' interest in the societies, i.e. recruitment of new members.

In 1920, the Co-operative Union & Wholesale Society, KF, opened its first Margarine Factory because the prices of this commodity had gone up tremendously. This move brought the price almost to half of what it has been before.

Consumer Movement in Sweden Today

The Consumer Co-operative Movement has a membership of more than 1.8 million, half being women. They own more than 2.000 shops and quite a number of factories for the production of consumer goods. About 70,000 people are employed by the co-operatives.

Comments

The movement is among the best in the world today. This may be so because Sweden is highly industrialized and that is has a longer history of consumer movement. For the developing countries to reach the stage where Sweden was fifty years back, the following points should be noted:

- 1) More trained staff in the movement.
- 2) Co-operative education to the members by the members themselves i.e. through study circles and study groups.
- 3) Some money to be injected into the consumer movement to enable them to compete properly with the private sectors.

PRODUCER CO-OPERATIVES IN SWEDEN

Historical Background

The Land Reforms of 1757, 1803 and 1828 are the foundation of modern Agriculture in Sweden. By the time of Vikings Expeditions, however, the Swedes had learned to believe that common sacrifices could yield common advantages. So the farmers, too, started to organize themselves into groups which later developed into producer co-operatives. The three pillars of progress discussed here below were identified. This will further explain how producer co-operatives gathered momentum.

The pillars of progress

The pillars of progress are education, production means and a market. It was strongly felt among the Swedes that for any farmer to succeed, he must have farming education, he must have production means and finally a market through which to sell the produce.

1. Education In 1842 there was a compulsory school for children so that everybody could read and write. Agricultural education was introduced in schools and colleges. In 1862 Ultuna the Agricultural University in Uppsala, was set up.
2. Production Means People owned big tracts of land where they could keep sheep, dairy cattle, poultry and grow various crops. The farmers, therefore, formed a group with essential common interest and that is to improve and get the most out of their farms. Jointly they could buy big machines etc.
3. Market In 1905 Purchasing and Marketing Association was founded to cater for the whole country.

The present Producer Co-operative in Sweden, however, has its roots in the economic crisis of 1929 - 35. There was a big problem of unemployment and the farmers were badly hit as the prices drastically went down.

The conditions which favoured Producer Co-operatives in Sweden:

- 1) There were groups of farmers with essential common economic interest.
- 2) These farmers had a knowledge of elementary economics, book-keeping and managerial skills.
- 3) They had a belief that common sacrifices could yield common advantages.
- 4) There has been a legal framework for co-operatives.
- 5) A not too overwhelming competition, e.g. by governments.
- 6) A distinctive co-operative line and Trade Union line.

Producer Co-operative Movement in Sweden Today.

Almost all the farmers of all kinds belong to the many producer co-operative existing in Sweden. The high standard of specialization among the farmers is quite remarkable. The farmers run their own shows by learning and discussing their important issues with neighbours, through study circles, seasonal courses and through experts. They also employ advisers from specialized fields to assist them when they can not manage themselves, and the Ombudsmen to negotiate with the Government on prices etc.

Comments

It is very difficult to compare Sweden with any of the developing countries on the question of producer co-operatives. One reason is because Sweden is highly mechanized and two, there is division of labour among the farmers. Some farmers favoured by the principles of comparative advantages, specialize in pig keeping, others poultry, sheep rearing, cattle or dairy farming. While, on the other hand, most of the farmers in the developing countries, due to limited resources, tend to be lacking all trades.

There is also the problem of illiteracy and lack of sense of specialization. The only state among the developing countries gearing towards specialization is Tanzania through their Ujamaa Villages. Here we have specific groups engaging in specific economic endeavours like poultry keeping, handicraft, cashcrop farming, co-operative shops etc. which are run through various village committees.

INVOLVEMENT OF WOMEN IN CO-OPERATIVES.

A brief comparison

Involvement of women in co-operatives in Sweden dates back to the 19th century when women were involved in the consumer co-operatives. As the women was in most cases the buyer of the food for the home, the women thought it fit that they should be involved in the co-operative movement.

With the formation of the Women's Guild it was much easier to reach more consumer women, and thus a higher percentage of women got involved in the co-operatives.

Women's involvement in the co-operatives in Sweden did not end here. Today one finds women engaged in Producer co-operatives, Banking co-operatives and the consumer co-operatives etc. However, even though women's involvement in co-operatives has quite a long history, we were informed that very few women hold executive position in the co-operatives. Most of them are just members.

On the educational side women are, one could say, very active in advancing themselves in different fields. Thus women take part in correspondence studies, in study circles etc. we think that this is very important for only through education can one advance oneself and be able to take up a responsible position. The Women's Guild, as we have said before, plays a great part in educating the consumer on a number of issues pertaining to the food they are buying. Sometimes conflict is unavoidable with the manufacturers. The Women's Guild as a pressure group helps on the one side the consumer to be conscious of what they buy, and on the other side keeps an eye on the manufacturers regarding what they produce for the consumer.

Some women in Sweden have also maintained of the old traditional forms of handicraft, thus one can not go to Sweden without seeing these groups of women engaged in handweaving and the like. However, it is mostly the old who are engaged in this.

In the case of Africa one finds that co-operative involvement among women in the modern sense came into being only after independence, in most cases in the late sixties.

Today in Africa a lot of women are engaged in a number of co-operative activities. Women in Africa have taken up very enthusiastically this idea. Thus one finds women engaged in producer activities, consumer, savings and credit, and also handicraft. In some countries in Africa there are some co-operatives which are solely for women. This kind of situation arose due to the fact that women had been left behind for a very long time - economically, socially and politically. Due to different traditional traits it would have been difficult to organize co-operatives for both men and women. For one thing they were a new thing, and for another it is not very usual to carry on activities for both men and women especially economic endeavours. In order to involve more women in co-operatives and to give them responsible positions it was important to have these kinds of co-operatives. However, at such a position where they feel quite sure of themselves it is possible to involve both women and men in the same co-operatives. This will need more intensification of education so that women are not left behind in responsible positions in the long run.

Educational programmes for both men and women are very much emphasized in all the four countries represented; that is Kenya, Tanzania, Uganda and Zambia. In both Tanzania and Uganda there are special sections which deal mainly with women's education in the co-operatives.

Comments

We feel there is need to intensify educational programmes for women, so that their involvement in co-operative is strengthened. Also there is need to have training programmes for specific needs of women, so that they could be able to hold responsible positions in the co-operatives.

The Women's Guild is an important organ in educating not only women but also men, whenever possible such organizations should be introduced in our countries or if not then the women's organizations that are existing now should be responsible for these women's co-operative educational sections and should collaborate in these activities.

In those countries where women are not involved in co-operative education steps should be taken in the respective countries to ensure this.

Last but not least international organizations such as SIDA and the like should as much as possible support women's educational programmes financially through their respective national co-operative organizations or government.

EDUCATIONAL SYSTEM IN SWEDEN

The section deals mainly with the kind of training offered at specific training institutions which the African group visited during their stay in Sweden.

First of all it should be pointed out that education in Sweden is free, but compulsory for everybody from the age seven. In Sweden people are educated through various means, for instance through radio, television, newspapers and through their respective co-operative societies, through study circles, study groups etc. At the same time people attend various learning institutions - colleges, universities, folk high schools etc. Here we will deal very briefly with three institutions.

The Agricultural College in Gotland

This college is the only one in Gotland offering agricultural and consumer education. The courses take place in winter when the farmers are free. One can be admitted into this college after having attended nine years of compulsory education.

Here the students study different subjects, e.g. animal husbandry, gardening, consumer studies, applied mechanics, sheep breeding etc. The aim of the college is to prepare or train people to work for their families.

Lövsta Lanthushållsskola (a section on cooking and living)

This section is an extension of Agricultural College but here all the students are girls. The theme of their subjects is cooking and sewing. This includes child welfare, dwelling places, family welfare, physical exercises, hygiene, home economics, needlework.

The students who attend this college come from different kinds of schools, i.e. public schools, gymnasium, mentally retarded schools and their ages range from 16 years. The course lasts one year.

The aim of the course is to give basic information for future work in the homes and societies, e.g. in handicraft and textiles societies, within restaurants, in big households, in schools etc. This course is a basic one, the students may continue their studies and get further training in different fields.

Hemse Folkhögskola (the Folk high school)

Sweden is well known for its Folk high schools. The first Folk high school was set up in 1868. The aim is to offer education to different groups of people in the society, the young and the old. Thus one can choose what course one wants to study. There are courses for the young group who later could get entry to the university, there are courses for pensioners, courses for handicapped and people who are working.

No examination is given at the Folk high school except Statement of Attendance. In all there are 130 Folk high schools in Sweden and out of these only one in Gotland (the one we visited). The funds for running the Folk high schools come from the local government.

Comments

The Educational System in Sweden is well advanced. This is due to the high rate of literacy (almost 100%). Also being highly industrialized and rich country, it can afford to give training according to the needs of the individuals. In the developing countries this is still impossible. Our training is not geared towards an individual but to the society. For the developing countries it is not education for its own sake but education in order to serve the interest of the masses. This of course does not imply that people are not trained, they are, but for a wider aim. Farmers do not get training on specific items but this is very much limited due to our meagre resources.

SOCIAL WELFARE

Sweden is a Social Welfare State where people possess all the human rights, i.e. right to speech, associations etc. The State gives maximum protection for each individual. Mothers have Day Care Centres for their pre-school children, free education is offered in schools. There is free medical attention. The old age group not only have their pension to enjoy but at the same time are free to move to old age homes where they can have their meals prepared, some activities to keep them busy and people to care for them.

The handicapped go to special schools where they are trained and specialized in various fields.

Observations

The handicapped in Sweden are fully protected and very well looked after. They are given chances to use their various skills and talents in the best way possible. This is something which the developing countries still can not afford and as such most of the handicapped feel more or less like social misfits. Nobody to care for them etc.

METHODS OF COMMUNICATION

The word "Communication" comes from the Latin word "Communis" i.e. "Make something commonly" or "Connect".

In this situation there should be the transmitter and the receiver, the message, channel, objective and influences. In common use, however, communication would be the media through which ideas or opinions are passed from one person to another.

There are various means of communication with adults. You could use face contact, or lecture method. You could also use Audio-Visual Aids. At Folk high school in Linköping the African group were given the opportunities to learn how to use some of the AV-Aids, such as film projectors, slide projectors, overhead projectors, tape recorders, flip overs, flannel boards and black board, as other means of communication.

Group dynamics

Since the theme of 17th International Co-operative Seminar was "Leadership through Education" we spent one week in Linköping discussing leadership and the role of a leader.

LEADERSHIP

Role of a Teacher (Leader)

A good teacher should know her subject, be a good planner or organizer. She should be fair and just. Should have a good sense of humour, personality, commonsense, wide frame of reference, open mind, a general basic education, experience from "working life" in society, knowledge of some AV-aids, a clear voice and should be an active listener, encouraging, interested in people, patient and tolerant, and be able to use simple and clear language.

Teacher's Planning

A good teacher when planning will have a general object, aim, target, concept, idea or undefined object. Her plan must be according to Government plans or according to a particular project or according to course or present group situation.

There are, however, different types of objects, i.e.

- 1) knowledge on how to "read" information, to present facts and to solve problems
- 2) skills to do things, e.g. paint, type, carve etc.
- 3) attitudes to evaluate, have views or something to be interested in something.

Analysis of frame factors

A good teacher will analyse the general objects, facts about the students, the students' expectations. She should consider other frame factors like where and when the course is to be run, how often, how many and should co-operate with other teachers. There should be a feed back and course evaluations.

GROUP DYNAMICS

Group work

There are four parts of the group:

- 1) The introduction part that is giving a general view of the topic, raising interest and needs and motivating members of the group.
- 2) There must be some kind of preparation that is organizing the distribution of responsibility of work.
- 3) Then there should be a report on how the group should work, the preparation and the introduction of the teacher.
- 4) The last part is the summing up and evaluation. That is making it clear, giving principles, finding out what has been learnt and how the group worked.

There are, however, different kinds of groups. We have

- 1 a) Primary-groups (e.g. a family). In this group there are continuous and intimate contacts with everyone. Everyone knows each other and there is strong effect on the members.
b) Secondary-groups (e.g. a nation, an organization). There are temporary contacts, the effects on the members are rather weak and there is usually a specific aim.
- 2 a) Formal-groups. They have specific aims, rules, a leader and a formal structure.
b) Informal-groups. No formal structure.
- 3 a) "Ego-groups". The members of this groups have prestige problems. They believe in "I" first, they have bad co-operation, ego goals and self-realization.
b) "We-groups". These groups are well structured, they co-operate and have group goals.

Premises for teamwork

The social situation must suit everybody, that is, the group must be of a fitting size and be able to produce goal-achieving activities and that everyone is willing to receive contribution from the others. Premises where every member is in action, working towards a common solution, which involves contribution from everyone.

Principles for solutions of conflicts

In groups, there might be certain members who always have conflicts. There are three suggested principles of dealing with such situations.

- 1) One can get rid of conflicts by separating the parties concerned so that they have nothing to do with each other.
- 2) One can use the principle of balancing the conflict between the parties by trying to make the parties equal either by making the weak party stronger or the strong party weaker.
- 3) One can apply the principle of integration and that is solving the conflict by trying to create a feeling of community through co-operation around a common task as a common problem in which both parties are engaged and in which the parties involved need each other.

Successful co-operation

For a co-operative to be successful

- 1) each individual must try to understand the whole problem which is expected to be solved, not only his/her part
- 2) each individual must try to understand in which way he/she can contribute to the solving of the whole problem
- 3) each individual must try to realize the difficulties of the other individuals to be able to help them contribute to the maximum
- 4) each individual must pay attention to contributions from the other members.

The good leader

A good leader is always full of initiative and belongs to the group. She tries to unite the group, make them keep the norms and the rules. She gives her own opinion and tries to increase the understanding of the subject and the social life. She must be able to praise and blame behaviour and result. She will always try to emphasize the goal and encourages the participants to attain the goal. She represents and takes care of the group.

GENERAL OBSERVATIONS

Having had the chance to visit various organizations, schools, institutions, farms and homes and listened to the people, we discovered that the society is different in many ways.

1) Child and Parent relation

The children are separated from their parents from very early ages until they grow up. This could create lack of mutual understanding (love) and lack of contact where it is overdone.

2) The Women's Guild Movement seems to play a very important role in educating women in various fields, e.g. handicraft etc. This is the real thing we need in the developing countries.

3) Study Circles and Study Groups play very vital roles in promoting co-operative education among the members. Such groups should be encouraged among those developing countries where they do not exist.

CONCLUSION

Although we learnt a lot through discussions and given information, we feel more time would have been spent on technical training rather than giving information.

For the future seminars, the participants should be involved in programme making, through ICA Regional offices so that the participants' expectations can be met and that time is not wasted on things which are not relevant to the participants.

More women should be involved in future international seminars and the period should be reduced for such seminars.

Finally we would wish to convey our very sincere and most heartfelt thanks to all the people who made our tours and stay during the seminar such a comfortable one. To mention only a few, SCC and SIDA for the financial assistance, Malte Jönsson, Margareta Carlström, Märta Dahlström, Kerstin Skoglund, the lecturers and all the others who helped directly or indirectly.

REPORT FROM THE ASIAN GROUP

Participants:

Perveen Ahmad	Bangladesh
Uma Mukherji	India
Rosnah Darus	Malaysia
Ramani Gurusamy	Malaysia
Pathma Tamby Dorai	Malaysia
Armi Zainudin	Malaysia
Josie Gaerlan	Philippines
Maria Paz Salvano	Philippines
Tuline Kulasinghe	Sri Lanka
Soma Perera	Sri Lanka
Margaret D'Cruz	ICA, India

C O N T E N T S:

- I. INTRODUCTION

- II. THE GENERAL REPORT
 - The Consumers' Co-operative Movement in Sweden
 - The Agricultural Co-operative Movement in Sweden
 - Staff Education and Training
 - Education of Members and Committee Members
 - Women & Cooperation

- III. CONCLUSION AND SUGGESTIONS

- IV. APPENDICES
 - A. Study Visits:
 - 1. Arla Dairy Co-operative
 - 2. Farmers' Test Kitchen
 - 3. Agricultural College - Lövsta
 - 4. Health Care Center - Visby
 - 5. Gotland's Consumer Co-operative Society
 - 6. Women's Committees and Organizations - Fridhem
 - 7. Fjüderfä AB Alva - Poultry Hemse
 - 8. Folk High School - Hemse
 - 9. Home Economics Center - Visby
 - 10. Larsarve Farm - Roma
 - 11. Handicrafts - Visby

 - B. Group reports:
 - 1. Agricultural and Producers Co-operatives in Gotland
 - a) Dairy Farm Association
 - b) Gardening Association
 - c) LRF County Association
 - 2. Swedish System of Education
 - a) Labour Market Training
 - b) Vuxenskolan
 - 3. Uppsala
 - 4. Gävle

 - C. Visit to Yugoslavia

I. INTRODUCTION

17th International Co-operative Seminar on
"Leadership through Education"
April 4 to May 29, 1976.

The above seminar was organized by the Swedish Co-operative Centre (SCC), the Swedish International Development Authority (SIDA) and the International Co-operative Alliance (ICA) Regional Offices in New Delhi, India, and Moshi, Tanzania.

There were 11 participants from Asia and 10 from Africa. They were all women co-operators who were selected from among those who participated in the pre-seminars held in Asia and Africa. This is the report of the Asian participants.

Before they arrived in Sweden, the participants gathered at the ICA Regional Office in New Delhi for one-week Orientation Seminar.

The entire duration of the seminar is 8 weeks. The participants have spent seven weeks in Sweden; they will proceed to London on 20th May where they will visit the ICA headquarters in London, and on 21st May they will go to Yugoslavia for the last week of the seminar.

The seven-weeks seminar period in Sweden was divided in the following way: during the first two weeks the participants were given information on the Consumers' Movement in Sweden and its education and training programme for employee, on the Consumers' Guilds and the role of women, and on SIDA. Methods and techniques of communication were also dealt with.

The participants had the opportunity of meeting the members of the ICA Women's Committee and acquainting them with some of the problems faced by women co-operators in the developing countries of Asia and Africa.

The seminar then moved to Sönga-Säby for four days (April 20-23). Here participants were given information on the Agricultural Co-operative Movement in Sweden and its organizations. They also visited the Arla Dairy and the Farmers' Test Kitchen.

During these four days they also learned about KF's Information Department and the collaboration between KF and the Worker's Educational Association (ABF) in the education of members and committee members. Swedish Experts who had worked in Asia and Africa spoke of their experiences as Co-operative Advisers.

The next two weeks were devoted to study visits in Gotland. Here the participants were divided into groups and studied the Consumer and Agricultural Movements at local level. They also visited Government social and welfare organizations.

During the sixth week the participants were again divided up into three groups and had study visits in different parts of Sweden. They then returned to Vår Gård for reporting and presentation of the seminar report.

Reports on visits undertaken by all participants jointly - as well as group reports - are appended.

Aims and Objectives of the seminar

The aims and objectives of the seminar were, in brief:

- a. to give women cooperators from Asia and Africa an opportunity to study the Consumer and Agricultural Co-operative Movements against the background of Swedish life
- b. to study women's participation in co-operative management
- c. to provide them with opportunities for discussing common problems against the socio-economic backgrounds of their own countries
- d. to stimulate their thinking on future action after their return to their own countries.

II. THE GENERAL REPORT

THE CONSUMERS' CO-OPERATIVE MOVEMENT IN SWEDEN

Upto the end of the last century Sweden was mainly an agricultural country. When, in the middle of the 1800's harvests were bad all over the country and agriculture could no longer support the people, about 1/5 of the total population emigrated, mainly to America and Canada. Around this time, what came to be known as the "Popular Movements" started in Sweden, among them the Workers' Associations (Trade Unions), and the Economic Associations (co-operatives).

At the time when KF was started, in 1899, industrialization had just started in Sweden. Prior to that - between 1850 and 1899 - about 1.000 societies were established, most of them, however, lasted for a short duration.

One of the most urgent needs was for joint purchasing, and in 1904 KF started its wholesale agency in a very modest way. The next year KF, from having been a non-trading organization, became an economic society in the legal sense, and in 1906 opened its own sales office, to overcome the boycott wayed by some private suppliers. In 1914 it became the central organization for central associations. From 1915 KF concentrated on having mergers leading to larger societies, joint auditing and joint educational activity.

Although KF had bought a margarine factory as early as 1909, co-operative production started in earnest between 1919 and 1921, and marked the beginning of a long row of successful attacks on monopolies stemming from its involvement in margarine production.

KF's first Co-operative Department store - PUB - was organized in 1935, this was followed by the organization of first self-service store in 1941, the first modern regional warehouse in 1949, and the first DOMUS chain store in 1956. In 1963 the first Hypermarket OBS was opened.

In 1952 the membership of Consumer Co-operatives (KF= Kooperativa Förbundet) exceeded 1 million, and has grown steadily since then. Today KF owns its own research laboratories. The division of work between KF and the co-operative societies affiliated to it have brought about far-reaching specialization and has given the movement as a whole considerable economic strength and advantages.

Among KF's many services to its members, the following more important ones may be mentioned.

KF gives support to weak societies, and provides them with competent auditors who not only help them to effect economic control but also advise them in several other fields.

By going into the field of production, rationalizing the distribution of consumer goods, acting as a central purchasing organization of the co-operative societies and assisting in the opening of self-service shops. KF has managed to break monopolies, cut down distribution and labour costs and has enabled consumers to get consumer goods of standard quality at the best possible prices. KF supplies information to consumers regarding prices of consumer goods, use of goods and other useful data to help them in stabilizing their economy.

KF also supplies its members society with experts in various fields. It has a number of subsidiaries such as KFAI AB, architectural and engineering office, and Annonsbyrå Svea AB, which is an advertising agency. One of the main tasks of the KFAI is to plan and construct new co-operative shops and department stores and remodel old ones. Annonsbyrå Svea AB assists the societies with their marketing.

The united financial resources of KF and its member societies has made the Consumers' Movement independent of agencies outside co-operatives. The Consumers' Cooperative Movement, which was founded on the Rochdale Principles, functions in a democratic way. The co-operative societies elect representatives to KF's 15 Regional Meetings in proportion to their number of members. Every society has at least one representative. At the Regional Meetings these representatives elect the members of KF's supreme deciding body, the National Assembly. In addition, the Regional Meetings propose the Board of Directors of KF.

These Board Members are then elected by the National Assembly. The Board appoints KF's Executive Committee, which consists of the General Manager and 6 Division Managers.

KF, together with OK (the Union of Oil Coop Societies), LRF (the Federation of Swedish Farmers) and the Swedish Union of Co-operative Consumer Guilds support the work of SCC.

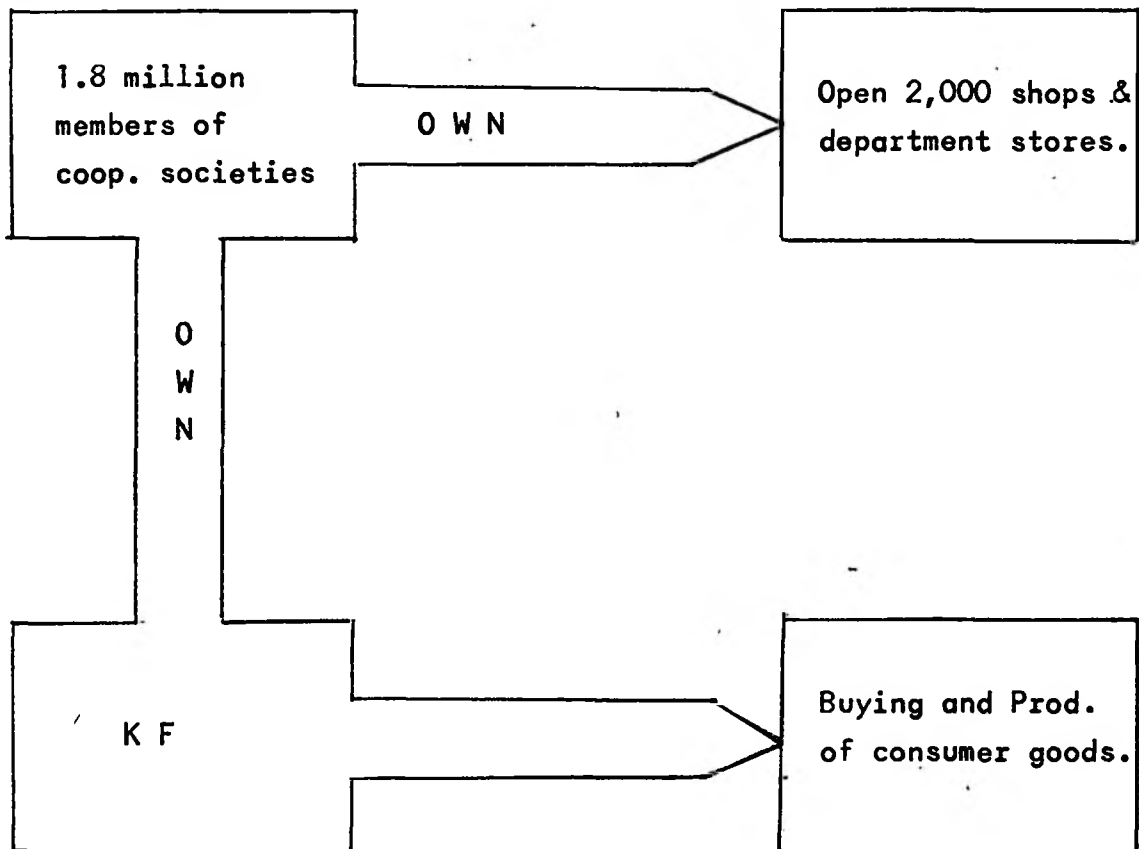
The Women's Guilds in Sweden played a special role in helping to strengthen the Consumers' Movement. The first co-operative guild was formed 1906, with the primary aim of reaching as many women as possible and training them to become active co-operators so that they could have the same rights to membership as men. The guild members provided a large voluntary force which worked to support the consumer co-operative societies and shops in their day-to-day work. The women unpacked goods in the shops, cleaned bakery floors etc, but when due to increased rationalisation, centralisation and better economy in the co-operative societies the need for voluntary work disappeared, the guilds turned their attention towards social and civil problems and to the questions concerning the growing number of members in the co-operative societies. In 1957 there were 606 guilds with a total membership of 28.436. Education continued to be a major activity and even today women account for more than 70% of the participants in study groups.

Some other achievements of the guild are given below:

- a. Together with three other women's organizations, and with financial assistance from KF, the guild helped in starting the Home Research Institute. After the Institute had proved its worth, it was taken over by the Government and renamed the Swedish Consumers' Institute. It is now integrated into the National Board for Consumer Policies.
- b. The guild collected one million Swedish Kronor for cancer research.
- c. Together with nine other women's organizations the guild collected about a million kronor for a Relief Fund for Handicapped Housewives. Folksam assisted them in their campaign. The money collected was used to buy a bus which was equipped to serve as a demonstration kitchen meant especially for handicapped women. This bus toured all parts of Sweden.
- d. The guild, together with the social democratic and trade union women's organizations contributed financially towards the work of the Haifa Institute in Israel where women from developing countries study cooperation, community development, adult education and similar subjects.

In the late sixties the women's guilds decided to open their doors to the whole family and changed their name to Consumer Guilds.

The Consumer Co-operative Societies - and Central organization KF.



THE AGRICULTURAL CO-OPERATIVE MOVEMENT IN SWEDEN

The history and development of the Agricultural Co-operative Movement can be traced through the years.

During the period 1836 to 1861 the first mortgage societies and the General Mortgage Bank of Seden emerged.

In the 1880's the first dairy, egg and farmers' purchasing and selling societies were formed.

In 1899 the first meat marketing society was founded.

In 1905 the first national organisation was established, namely the Swedish Farmers' Purchasing and Marketing Association.

During World War I the first agricultural credit societies emerged.

In 1917 Sweden's General Agricultural Association was established. Its aim was to serve as a nation-wide organization in protecting and furthering the interests of agriculture in general. Later it formed separate branches for separate agricultural industries. For example, branches for dairying, slaughterhouses and so on.

In 1927/28, local producer societies were set up to look after the farmers' trade interests.

In 1929 the Farmers' Union was established and was modelled on the lines of the Trade Unions of industrial workers. Its aim was to create strong local organisations to safeguard the interests of farmers in relation to other groups.

In the 1930's collaboration between the various branches in the agricultural sector resulted in the establishment of national organizations in all important fields of production.

In 1940 the General Agricultural Association became the Federation of Swedish Farmers' Associations. In 1950 the Federation had more than 200.000 members. Membership in branches amounted to 1.1 million*.

In 1969 rural credit societies assumed the same status as other banks, and in 1974 they were turned into co-operative banks.

In 1970 there was a merger between the Federation of Swedish Farmers' Associations and the National Farmers' Union, and they formed a new central organization known as the Federation of Swedish Farmers, or Lantbrukarnas Riksförbund - LRF.

* 1.1 million means that each farmer can be a member of more than one organization.

Briefly, the functions of LRF are to negotiate with the Government on the prices of farm products, to keep a check on factors which influence agricultural affairs and to look after foreign trade in agricultural goods. The Federation has an Agricultural Economics Research Institute which provides a basis for agricultural policy. The Federation also provides services to individuals and societies and advises on business economy, insurance, lease-holds, taxation and legal affairs.

Arable land in Sweden forms less than one-tenth of the total land area (about 3 million hectares) and some of this is used for grazing livestock. About half of Sweden is covered by forests and one-third by mountains and lakes. There was a time when the whole country was covered by ice, and then by water. Large deposits of clay accumulated, and they now form the best farming areas in Sweden. The western and southern parts are best for farming.

In 1880 agriculture employed about three-fourths of the total population of 4.6 million. In 1900 about four-fifths of the people still lived in the country, but rapid industrialization set in, the farming population decreased. In 1975 they amounted to only about 4% of the total population of approximately 8 million. People migrated to the urban areas for two reasons. One was because they could get higher wages and better services of various kinds. Secondly, as mechanization developed the need for human labour on farms decreased.

Although the farm population has decreased, agricultural productivity has increased as a result of modernized farming and animal breeding and crop production. Today's farmer is a producer of primary products which are processed before they reach the consumer. A great part of the processing industry is owned by the farmers themselves through their co-operative organizations.

Most farms are family farms and the average farm size is 21 hectares, and three out of four farmers own some part of forest land and livestock. Main crops grown are wheat, sugar beet, oilseeds, barley and peas. The most important livestock are cows. Pigs, poultry and sheep are also reared. Vegetables and fruit are also grown on farms.

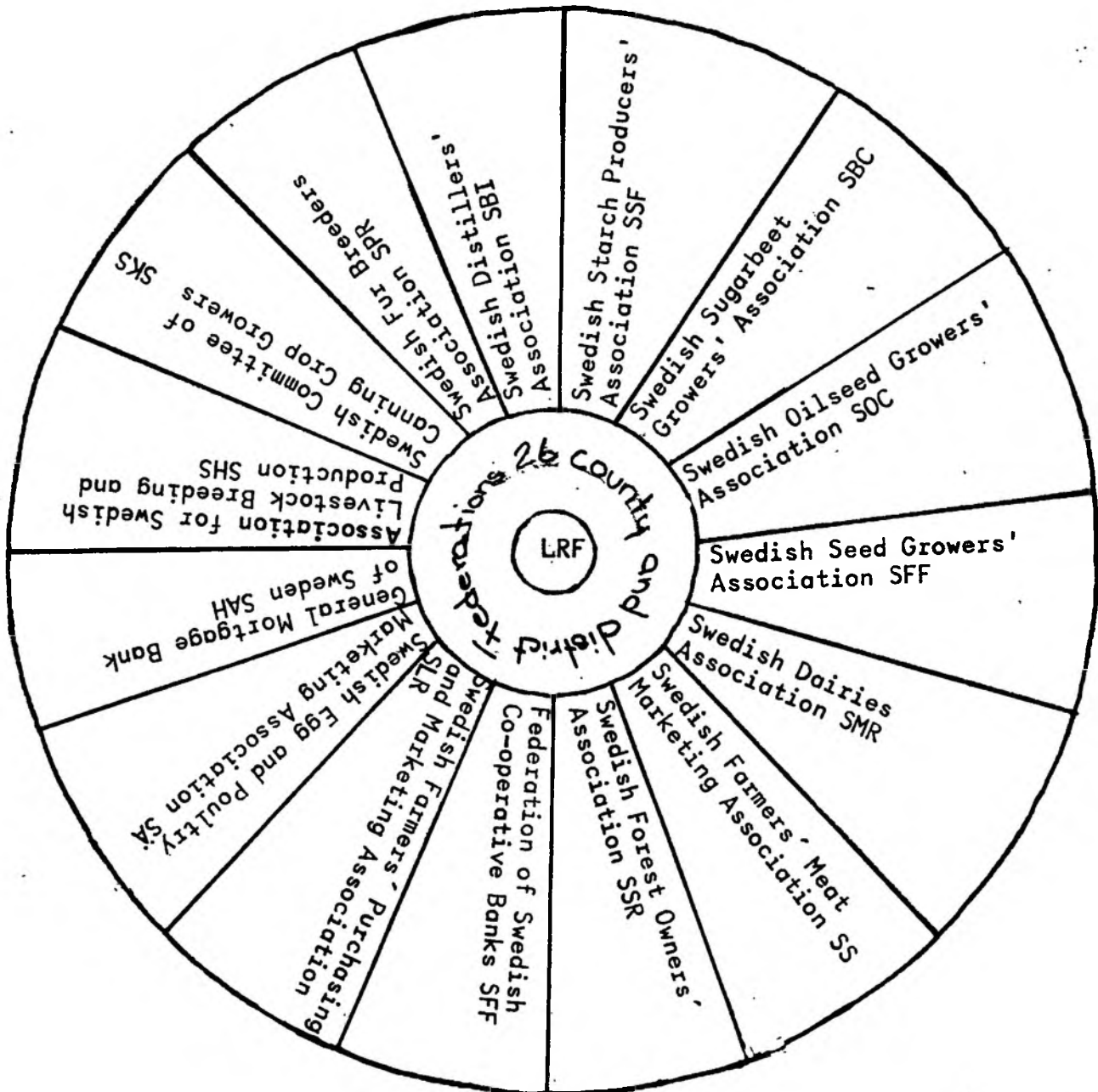
The development towards bigger and better holdings is looked after by the National Board of Agriculture, which is a Government body. At local level the County Agricultural Boards together with the Land Survey Organization and the County Forestry Boards are responsible for this activity.

The Land Acquisition Act of 1965 aims at facilitating the creation of soundly composed holdings, and is very important for land-purchasing activity.

About 55.000 persons are employed in the farmers' co-operatives, out of which approximately 25% are women, but very few of them are in high positions. In the dairy organisation about 3 or 4 women hold leading positions on the public relations side, and many work as secretaries, typists etc. in other agricultural organizations.

Out of a total of approximately 112,000 farmers' wives, 64% work on the family farms. 23% have professions outside the farm (teacher, nurse etc). Membership in agricultural co-operatives is family-based, and farm wives have full voting rights.

Composition of LRF



STAFF EDUCATION AND TRAINING

The aim of the Consumers' Co-operative Movement is to enable all interested staff members to have access to education and training which will qualify them for higher posts within the Movement.

Newly appointed staff members first have to pass stages 1, 2 and 3 before they can gain entrance to Vår Gård, the Consumers' Co-operative College, for higher education and specialized training. The first or elementary part of their education, gives them basic knowledge about the aims and organization of the Consumers' Movement and its various service functions. This part of their education is arranged by the local or regional co-operative societies.

Employees can now enter Vår Gård for specific managerial training which is conducted in four stages. The first is a basic or elementary course for managerial staff and deals with supervision, sales, cooperation and operating economy. The next stage deals with economics, accounts and (for certain groups) labour welfare. After completing this, students may select any one of the following courses for a) shops and department store managers, b) staff supervisors and c) restaurant managers. All these deal with questions of operation and planning, accounts, staff supervision and subjects of public and social interest. The third stage deals with economics and is a continuation course for managerial staff. The fourth stage is training in staff administration.

The College also conducts advanced courses and seminars for managerial staff of different kinds, i.e. department store managers, industry managers and marketing managers. Emphasis is placed on economics, supervision and operation.

Vår Gård conducts about 200 courses annually, which are attended by approximately 3.000 persons (annually).

Employees can also take correspondence courses through Brevskolan. Upon completion of such courses they receive diplomas which enable them to further education and training at Vår Gård. Many retail societies also arrange study circles for their employees in various subjects.

The College, which is a residential one, is financed partly by grants from the societies and by KF, and partly by course fees paid by the employer of each student. Thus there is no financial burden on the students themselves.

At present there are 12 teachers and 14 teachers' assistants. In the latter category 4 are women.

Within the Agricultural Co-operative Movement, co-operative education for farmers was started through a Correspondence School (LTK) in 1943. In 1944 it was decided to set up a lecture bureau which would be responsible for giving information at agricultural schools as well as other schools about farmers' societies. Within the Federation of Swedish Farmers this bureau was referred to as the Study Department.

Sånga-Säby, the specialized training school for farmers, was started in 1944. The school received state contributions towards the salaries of teachers, and later some grants towards other expenses including scholarships to students. The school building, however, was paid for by the Federation.

The school first started with a winter course, which was continued for 20 years. After that it was stopped and so was the State support.

During the 1960's the trend towards larger agricultural societies was developed in order to bring them more in line with industrial development as a whole in the country. This necessitated more education for a larger number of farmers and employees. As a result the organization of the school was changed and in the summer of 1964 a company was founded jointly by SL, RLF and of the different branch organizations, namely SMR, SS, SLR, SJF, SSR and SÅ.

The next educational programme consisted of 6 courses of 5 days each for farmers who were Board Members in co-operatives dealing with the following activities: dairying, slaughter, purchasing and marketing, forestry, rural credit, eggs and animal care. There was also a continuation course of 1 week for those who later took part in the earlier course for Board Members. There were two courses of five days each for elected auditors.

In addition there were two elementary courses for foremen in SMR, SS, SLR and SÅ organizations, who later attended continuation courses. Usually the gap between the elementary and continuation courses was two years.

There were two courses of three days each in instruction and conference techniques for employees who had to instruct others, lead committees, meeting etc, and two courses of five days each in public relations for the highly placed employees in the branch organizations.

Apart from the courses organized by the College, the different nation-wide agricultural branch associations had courses of their own for specialized categories, e.g. the rural credit organization had the biggest training programme outside the College. There were courses for sales staff in the different organizations, the forest organizations had courses for forest inspectors and so on.

In 1968 the College organization was again changed, but it is still owned by LRF and the biggest branch organizations. There is no permanent teaching staff; courses are arranged by the different organizations themselves at Sångå-Såby, which is now called a Course Centre. Even outside organizations can make use of the Centre.

This is a residential college. About 10.691 courses for farmers have been arranged here, and approximately the same number by other organizations.

LRF has a special course and conference section for planning, organizing and training representatives. This section works in close collaboration with the member societies and the county associations.

LRF has to provide information on farmers' trade unions and co-operative activities while at the same time has to educate the elected representatives of various types of societies, e.g. dairy, slaughter. This needs a large amount of coordination and a good division of labour.

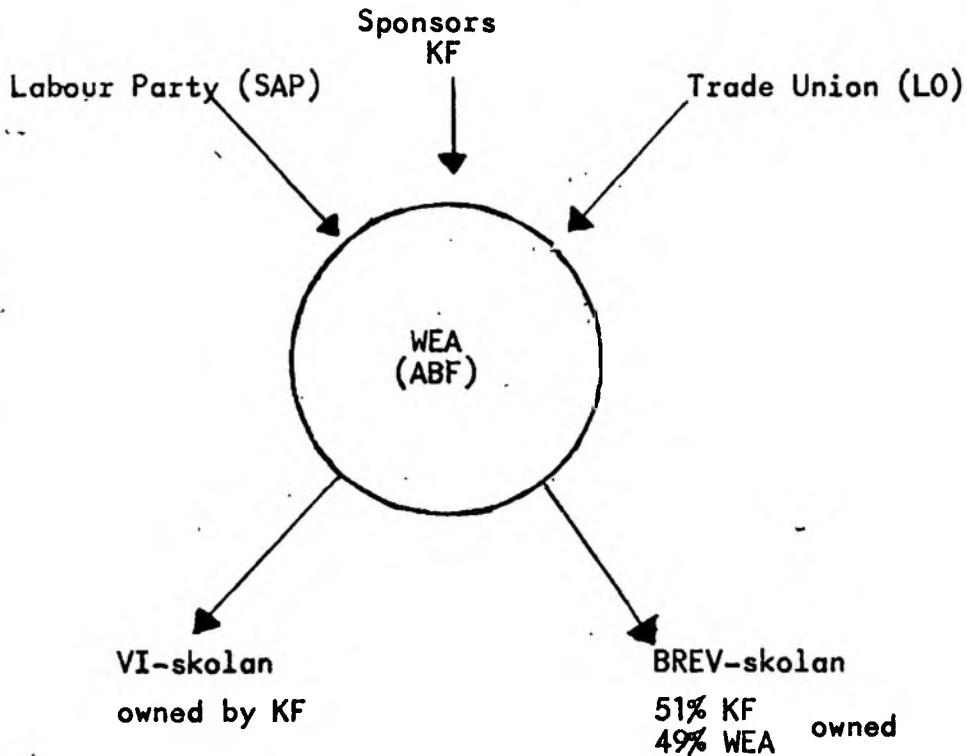
LRF holds central courses at Sångå-Såby as well as regional courses and conferences. There are about 54.000 persons employed in agricultural co-operatives all over the country and LRF is responsible for their training.

EDUCATION OF MEMBERS AND COMMITTEE MEMBERS

Co-operative Education for members and committee members of consumers co-operatives is undertaken jointly by KF and the Workers' Educational Association (ABF) through study circles. ABF is sponsored by the Social Democratic Party, the Trade Unions and KF. It receives financial support from the Swedish Government. In order to avail of the government grant, study circles must consist of a minimum of five members. Three-fourth of the cost of each study circle is met by the Government, including payment of fees to the study circle leader.

Material for use in study circles is prepared by "Vi-skolan", which is wholly owned by KF, and by Brevskolan, correspondence school, 51% of which is owned by KF and 49% by ABF.

Financial Status of ABF



The subject of the correspondence courses are advertised in the daily newspapers. Local societies also contact their members to ascertain their interest in enrolling in study circles.

Study circles are not always on co-operative subjects. They also deal with political, social and other topics of general interest.

KF also has an Information Department which constantly channels information to consumers through its publications, as well as through such means as posters, pamphlets etc. The information deals with consumer goods sold in the co-operative shops and department stores and with a variety of related matters, e.g. nutritious foods and balanced diets, recipes, textiles, furniture and other consumer items. The printed material can be collected at special "consumer corners" in the consumer stores, which also distribute consumer information published by the Government.

In addition to correspondence courses and study circles, committee members are invited to attend matting with the staff responsible for education and training in the consumer stores. Here they are informed about the working of the store and their duties as office-bearers of their consumer co-operatives.

The education of farmer members is linked to their occupation. Most farmers have been trained in agricultural schools or other agricultural educational institutions. The agricultural co-operative movement has advisers to counsel them on better and more modern farming techniques, on animal husbandry and other matters related to their farms, including information on how to fill in their tax returns correctly.

Study circles and correspondence courses are also available and these are arranged by the Agricultural Co-operative Movement in collaboration with Vuxenskolan.

Committee members in the Farmers' Co-operatives are also educated in the organisation and functioning of their societies, their duties to the members and similar matters.

WOMEN & COOPERATION

The participants are aware of the fact that women contributed much to the work of the Swedish Consumers' Movement during its early years of development. Today, however, although women comprise more than half the total membership in the Consumer Co-operatives, and are well represented in various committees, there are very few of them to be found in the higher strata. One of the important activities of the Consumers' Guilds (even prior to the sixties when they were known as Women's Guilds) has always been consumer education, and as a result there are many knowledgeable women in the field of consumers' cooperation. This makes it all more difficult to understand why though women are actively involved in politics, social, educational and other institutions hold important positions as employees in other organizations, they are not in the same position in the Co-operatives.

The participants feel that the Consumers' Movement in the countries of South-East Asia have a long way to go before they develop to the same extent as in Sweden. Therefore, just as the Movement in Sweden had, in the early years, to depend to a large extent on the large voluntary force provided by women, the Movements in the Region need the support and help of women until such time as they can expand. Hence, they should encourage women's groups similar to the Women's Guilds.

Women's groups can undertake numerous tasks for which the societies has neither the financial resources nor the necessary staff. For example, they can undertake testing of foodstuffs etc. through these activities they can enable the consumer co-operatives to maintain some making of quality, control and fair prices. They could also advise the consumer stores on the types of foodstuffs, household appliances, furniture & furnishing, women's and children's ready-made garments etc., which they should stock. They can campaign for increasing membership. Through such action women can help to improve the business turnover of the store. Most important of all, the women's groups can help to educate women in the lower income groups in nutrition, household economy, small savings, and enable them to raise their standard of living. As incomes are generally low in most of the countries of the Region, housewives have to supplement the family incomes and here too women have to be organized, educated and trained in cooperation and in business - so as to form and run small-scale industrial and handicrafts societies successfully.

In view of the fact that nearly all the countries in the Region are mainly dependent on agriculture, increased attention must be paid to farm women. Unless women in urban and rural sectors have their own groups and are federated in a common organization, the contributions which they can make to the work of the Co-operative Movement in their respective countries will not have any impact.

III. CONCLUSION AND SUGGESTIONS

A. Conclusion

The participants feel that the Consumers' Co-operative Movement in Sweden owes much of its success to the following factors:

1. The Movement is a Voluntary People's Movement, owned, financed and operated by the members themselves in a democratic way, in accordance with the Principles of Cooperation.
2. The Consumer's Movement has a strong central organization, namely KF. Because KF has its own production units, testing laboratories, regional warehouses and transport system it can keep a strong control over quality and ensure effective distribution to its retail units. It also has its own purchasing and marketing organizations, specified departments to deal with specific consumer affairs, a number of subsidiaries, experts in various fields and a network of various types of retail stores (Konsum, Domus and OBS).

It can offer consumers a varied assortment of goods and services at prices to suit all purses. Konsum shops have been found to be selling most foodstuffs at rates lower than everywhere else. OBS retail goods at prices lower than Domus because they are self-service units, and here consumer can, if they wish, benefit from the lower costs of operation resulting from the fact that very few sales staff are employed in these self-service shops.

3. The systematic education and training programme for employees within the Consumers' Movement ensures that every employee can have the opportunity to increase his knowledge and to specialize in various branches of consumers' cooperation. This means that all employees can aspire to higher posts, better salaries and job satisfaction. It is natural, therefore, to find a high degree of business efficiency in the management of the consumers' co-operatives in Sweden and to find that they can function effectively side-by-side with large private chain-stores.

Member loyalty to consumer societies seems to stem more for from the fact that goods and services in co-operative stores are as good and often better than these in the private shops. Also, members get a patronage refund on their purchases for the year ranging from 1% to 8%. It is true that consumer stores put out a lot of information - their own as well as from the Government - which is very useful for the consumer. However, when it comes to co-operative group activity like study circles, the percentage of members who enroll is not proportionate to their number. One explanation is that these kinds of activities are conducted in leisure hours, and men and women in Sweden seem to have very little spare time as they are often active in politics, social organizations and other bodies in addition to their normal employment. Women have the added responsibility of the home and children. Every woman wants to work because Swedish society tends to look down on unemployed women. Also, women feel that paid employment outside the home entitles them to a higher degree of comfort and security after retirement, resulting from enhanced social security benefits.

The participants realize that the Consumers' Movement in the different countries of South-East Asia, with the exception of Japan and Australia which are developed countries, cannot compare with the Swedish Movement. The Consumers' Movement in the various countries of the Region do not as yet have their own production units and other facilities like KF. They usually have a lesser number of consumer stores, consisting of smaller shops and department stores. They cannot have the same extent of control over quality, assortment, distribution or prices as they are dependent upon the open market, for their purchase. Most of all, the majority of the countries in the Region are financially supported by their Governments. The consumers have not yet taken over the movement, although this was the original aim both of the Government and the Co-operative Movement.

Although the Swedish Consumer' Co-operative Movement plays an important role in society, however, it has its own problems. Larger societies mean that contact with members is not as close as in small societies. Study circles - one of the most popular forms of educational activity in Sweden - attract a fairly small percentage of members from Consumer Co-operatives. In Gävle for instance, only 1.000 out of a total of 64.000 members participate in study circles. Because of the large number trained, specialized staff in the Consumers' Movement, organizations like Consumers' Guilds - which played a vital role up to the sixties when they were known as Women's Guilds - are unsure of what role they have to play now.

Within the Agricultural Co-operative Movement of Sweden, too, there is a systematic tie up between the farmers at the primary level and the central organization, LRF. Farmers produce products such as cereals, fruits and vegetables, milk, meat, eggs and poultry. These are collected and transported to the various processing units and after they have been processed they are distributed to the consumers. The LRF negotiates with the Government in the matter of prices of farm products, and many items are subsidized by the Government. Thus the Swedish farmer is assured of a good price for all his produce. Joint collection, transport, processing and distribution are economically undertaken. Farmers are thus saved from having to worry about the marketing of their produce. They are owners of the purchasing, marketing and processing units. In addition they can avail themselves of various types of services through their co-operative organizations. Farm inputs, agricultural machinery, hired labour if and when they need it, veterinary services etc. are all available.

The farm wife works together with her husband, and membership in agricultural co-operatives is family based. Land and property belong to the husband, wife and children. The participants were impressed with the high standard of living of Swedish families.

B. SUGGESTIONS

On Consumer:

Participants are of the opinion that:

- a) Consumer co-operatives in the region should make every effort to generate their own funds
- b) Member societies should strengthen their central organization so that it can render services to them through joint purchasing, marketing, advertising etc.

- c) The co-operative movements in the Region should seriously consider to branch out into their own production units, build their own regional warehouses, own their transport network so that consumers can get the utmost economic advantages
- d) Greater effort in strengthening of coordination between local societies and their central organization and between them and other concerned institutions are necessary
- e) Consumer co-operatives should have family-based membership and women should be given due recognition as purchasers so that they patronize the co-operative shops resulting in increasing business turnover
- f) Women's co-operative groups should be formed in countries where they do not yet exist. The national level consumer organizations should be responsible for the formation of such groups, give them official recognition; help them to plan their programmes of action and support them in the implementation of these
- g) Women's activities within the consumer movement should not be confined to women's groups. Women should be treated at par with men at all levels of the co-operative movement.

On Agriculture:

- a) In the field of agricultural co-operatives also there should be a strong tie-up between the societies at local level and the central organisations
- b) The agricultural co-operative movements in the region should also make every effort to generate their own funds, set up their own processing units, own their own transport and negotiate with the Government in the matter of prices for farm produce so that farmers at primary level can get the maximum economic benefit from their produce.
- c) The agricultural movement in the region should make every effort to see how wives of the farmer members can be given due recognition along with men

1) as farm labour
2) within co-operatives.

On Education and Training:

A. Staff

1. Specific training courses and in-service should be conducted for the employees of Consumer Co-operatives as well as Agricultural Co-operatives based on the Swedish Co-operative Education system

2. Separate education and training institutions should be set up to serve co-operative employees within the various sectors of the movements. This will enable larger number of employees to specialize in their specific fields of interest
3. The Co-operative Colleges should work more closely with the co-operative unions, societies and other co-operative organizations
4. Correspondence courses should be introduced whenever possible, in all co-operative education programmes and should be open to all categories of co-operative staff.

B. Members

1. It is suggested that member education should be undertaken through study circles offering varied courses of interests to members, as well as elected representatives
2. A more effective method of teaching should be used, allowing for two-way method communication between transmitter and receiver
3. Correspondence courses should be arranged wherever possible to educate members and elected representatives of co-operative societies
4. There should be more emphasis on village-level member-education programmes
5. As in the Consumer Co-operative Movement, farmers should also receive systematic education and training through their own educational institutions at different levels. Special programmes for women should also be included
6. Personal contacts and other means of communication with the members and the prospective members should be encouraged
7. Special public relations programmes should be arranged to bring about closer contact and better understanding between the elected representatives and ordinary members
8. Special co-operative education and training programmes should be arranged for women cooperators to prepare them to hold posts at all levels
9. All co-operative education programmes for women should be linked to the home, e.g. they can deal with nutrition, balanced diet, household budgeting and similar topics.

IV. APPENDICES

STUDY VISIT TO ARLA DAIRY CO-OPERATIVE, STOCKHOLM

Date of visit - 22nd April 1976
Name of Hostess - Ms. Margareta Börjesson

The national organization for the country's dairy farmer association is Svenska Mejeriernas Riksförening (SMR). The biggest dairy association in the country is Mjölcentralen - Arla (MC) which caters the milk needs of middle and southern part of Sweden. Mjölcentralen runs three dairies in Stockholm, fifty branches in whole of the area of middle and southern part of the country with a membership of 28.000 dairy farmers.

The association was formed in 1915 to improve the business conditions of milk producers in Stockholm and surrounding areas, the countries around the lake Mälaren and Östergötland. The object of forming this association was not only to save the interests of the milk producers of the area by uniting them but also to provide consumers with supply of milk and milk products.

Any milk producer within Mjölcentralen - Arla can become a member of the association. The membership has been divided up geographically into branches. Branch meetings are held once a year where annual report and annual accounts are discussed. The representatives from each branch are elected every three years to represent the branch in the Annual General Meeting of the Association. The Board of Directors of the Association usually consists of one representative member from each district.

There is a trend of rationalization in dairy industry which has reduced the number of dairy co-operative associations into smaller units but with greater membership since 1970.

Arla controls the production policy of its branches. It has a product evaluation and product development department in Stockholm. The milk is graded and tested by a Milk Testing Association which is independent of Arla. But Arla checks and evaluates again to ensure that the quality of milk is standard. The Product Department finds out various new types of products. It not only brings out new products in the market but also suggests improvements in the existing products.

STUDY VISIT TO FARMERS' TEST KITCHEN

Date of visit - 22nd April 1976
Name of Hostess - Ms. Birgitta Sidh

The Farmers' Test Kitchen started in 1963 in a humble scale at Wennergren Centre. In 1965 it was shifted to a bigger building in which it is housed today. This test kitchen is affiliated with Swedish Farmers' Sales and Purchasing Association.

It renders its services to Swedish Dairy Association, Swedish Meat Marketing Association, Swedish Poultry Farm Association and Swedish Farmers' Sales and Purchasing Association by testing the products these associations produce and trying new recipes on their products.

The Farmers' Test Kitchen runs three departments:

1. Information Department - It keeps consumers informed about the food values of the products, about balanced diet and new recipes. For carrying out this job it publishes pamphlets, information books on raw materials, lectures, write-ups in important periodicals. It also arranges for cooking demonstrations and displaying posters whenever possible.
2. Product Development Department - New recipes and new products are tried and tested and are put in the market. Attempt is also made to make nutritional food at reasonable prices.
3. Quality Control - The quality of each food product produced by the farmers' association is tested before it goes to the consumers. Quality comparison with the same products of private companies is also made.

STUDY VISIT TO AGRICULTURAL COLLEGE LÖVSTA LANTBRUKSSKOLA
(Agriculture College) Gotland

Date of visit 27th April 1976
Name of Host - Mr. Henry Sundgren

The Agriculture College or Lantbruksskolan is a Government college for providing the farmers with various training facilities. The college possesses a farm for demonstration and practical training for the farmers.

There are forty employees including fourteen teachers in the college. Experts in various subjects also visit the college to deliver talks to the trainees. The teachers and foremen are provided with residential facilities. Students are also given hostel accommodation but it is not compulsory for all.

Lövsta Lantbruksskola conducts a general basic course in agriculture for the students who have completed nine years compulsory school education.

The duration of the course is two years. It includes practical training also.

The subjects of basic course include:

- a) Swedish language
- b) Information about different types of farmers' organizations
- c) Botany, Animal husbandry, Physics, Machine mechanics, Agriculture Economics, Ergonomy, Physical Training, Sex information and general information
- d) English, Maths, Psychology
- e) Specialization in forestry.

In addition to this course the college organizes short course viz:

1. A special course for ten weeks duration for older farmers
2. Short and special courses for farmers of different branches of agriculture
3. Very short courses for Advisory Services to the farmers.

Social Activities are also done in the college. There is a Sports Association. Students are given chances for hobby development in cooking, shooting, folk dancing, film and photography, ceramics, driving, theatre etc.

A separate section is being run under the college training in consumer co-operatives and home economics. The trainees are girls. There are thirty seats for the trainees. There are three teachers - one for a group of ten girls. Some of the girls have been given hostel accommodation while others come from their homes.

A girl after completion of nine years compulsory school education may seek admission in this college. Out of thirty students twentyseven have been sent by Government, two by public and one by a mental home. The duration of this course is forty weeks.

The following subjects are covered in the course:

- a) Child welfare
- b) Family welfare
- c) Physical training
- d) Health hygiene
- e) Consumer management
- f) Home economics
- g) Needle work and weaving

The course will give a good base for higher training in teaching, child care, junior nursing and also other professions dealing with social service in old age homes or hospitals etc, food industry and in various fields of agriculture, and to be a good housewife.

The purpose of this course is to give basic information to the trainees about home and home economy, in handicrafts and textile, in catering and in agriculture societies.

STUDY VISIT TO HEALTH CARE CENTER, VISBY

HOSPITAL AND MENTAL HOSPITAL

Date of visit - 28th April 1976
Name of Host - Mr. Lars Åhrström
Mr. Leif Holmberg

The National Board of Health is responsible for overall policies and supervision regarding protection against dangers to health e.g. safe road crossing, drug legislation and recommendations on food.

Sweden is divided into 23 districts for health care. Taxes vary in each districts. There are Health Care Units, Hospitals and Dental care centres, and a District Medical Officer in each district. The Health Care Units are equipped with sophisticated gadgets (like ECG and physic-therapy machines etc) and 3 to 5 doctors are on duty each day. At the Visby Centre there are 4 doctors, 6 nurses and 6 helpers. The centre is responsible for 25.000 persons. There is also a separate Children's Section for the 0 to 4 year olds. 95% of Gotland's children come to this section, and the services are free.

Mrs. Ingrid Thuregård explained the survey which had been undertaken under sponsorship of the National Health Board for "Integration of Contraceptive Guidance Education and Information". This is a model project undertaken in 1973 to 1976. The purpose of this guidance is to create satisfactory possibilities regarding birth control for the individual. The church, parent teacher associations, social and educational institutions are participating in this survey.

The group visited the Intensive Care department of the Visby hospital, and the St. Olof Mental Hospital.

STUDY VISIT TO GOTLAND'S CONSUMER CO-OPERATIVE SOCIETY

DOMUS, VISBY, GOTLAND

Date of visit - 29th April 1976
Name of Host - Mr. Sivert Andersson

The group visited a co-operative store in Visby.

The total membership of this society is 9.510. The number of members is increasing every year. In 1975-76 the number increased by 336. The total turnover of the shop during 1975-76 was 68 million Swedish Kronors. There was an increase of 18% in comparison to the previous year. 275 employees are working in the store, this figure includes few part time employees also.

Incentive drive

To attract more persons and increase the number of members reduction on purchase is declared twice in a year by issuing reduction coupons to its members only.

Dividend and Interest on Share

Value of each share is ten kronors, an interest of five percent is paid on each share by the store which is the maximum limit of interest payment.

A dividend on each share is paid to the member in the Annual General Meeting. The store pays a fifty percent dividend to its members as a deposit in the individual share account and the rest of these fifty percent as a rebate on prices. When an individual member's share capital rises to one thousand kronors the society adds one hundred kronors to it above the interest. The system is followed for each one thousand saved.

The shares of the society are transferrable. In order to withdraw share the member has to apply to the managing committee at least one month before the close of financial year. The share capital may be refunded to the members.

Purchase Policy

This shop buys most of its goods from KF. The payment is done by book adjustment. The daily sale proceeds of the shops are deposited in the bank in KF's account, leaving a certain percentage for the Domus establishment expenses.

For perishable goods day-to-day requisition is made to the central store one day ahead, and the following day in the morning it gets its required items. For non perishable and seasonal goods the order is sent to KF headoffice at the close of the season for the coming year. The order is based on the current year's sale. The KF has its own transport system so the supplies are regular and on time.

In addition to buying the required items from KF the Domus shop is at liberty to buy from any other source in the interest of the members and the store.

Price Policy

This store makes a survey of prevailing market price of various items specially food stuffs.

Pricing

Thirtyfive percent of overhead expenditures are added on buying price of each item. The overhead expenses include 15% for taxes plus 9% for salaries plus 3,5% for social expenses to Government plus 4% establishment cost plus 3,5% for dividend and surplus.

Out of the total annual surplus a Reserve fund of 15% is kept aside for society's future needs.

Publicity

The Domus in Visby does its publicity by advertisement in newspapers, holding exhibitions, fashion shows (not very common now), taxi cabs and window displays.

Member Education

Weekend courses and study circles are organized for educating members. Literature about consumers rights and responsibilities and about co-operatives is distributed among the members.

MEETING WITH WOMEN'S COMMITTEES AND ORGANIZATIONS

Place - Fridhem, Gotland
Date - 3rd May 1976

The meeting with representatives of different political committees and social or civic organizations at Fridhem showed a strengthened unity among women and the sharing with women from Africa and Asia of their problems and successes in their achievement of individual goals.

STUDY VISIT TO FJÄDERFÄ AB - POULTRY

ALVA, HEMSE, GOTLAND

Date of visit - 4th May 1976
Name of Host - Mr. Yngve Ahlsten

The Poultry farm contains 4.500 hens with a proportion of one cock to ten hens. There are eight hen houses under the farm.

The hens and cocks are raised in the rearing houses where they stay for five months before moving to hen houses. Then the next flock of parents are put in. Eggs are transported in boxes of one hundred each to hatchery of broiler grower. The Hemse Broiler Grower has a capacity of 18.000 eggs. There is an arrangement between the slaughter house which is owned by the Consumer Co-operative (KF) to which the grown broilers are sent. The feed is supplied by producers co-operatives in Visby.

The prices are decided twice a year between the farmers and the KF.

Gotland supplies 8% of Sweden's total broiler production. There are 30 broiler centres in Gotland, which have a capacity varying between 11.000 to 60.000 per centre. This means there is a production of 300.000 broilers per year.

All the farms are fully mechanised and scientifically managed.

STUDY VISIT TO FOLK HIGH SCHOOL

HEMSE FOLKHÖGSKOLA, GOTLAND

Date of visit - 4th May 1976
Name of Host - Mr. Paul Norrby

Folkhögskola or High Schools for adults started 1882 in Sweden. But this visited by the group started in 1876 and is being administered by the local Government of Gotland. Some of the other schools belong to the co-operative movement or to political groups. These schools are mostly residential. But to day students are also allowed to ge admission to these schools.

Various courses are conducted:

- a) Course for the persons who are above the age of twenty
- b) Course for mentally retarded
- c) Course for old persons above 45 years age
- d) Course for pensioners above 65 years age for two weeks only, in summer
- e) Vocational course for one month for teachers
- f) Special courses for women who attend evening classes after their household work.

The students pay ten Swedish kronor\$ a day for food and lodging. The school also receives grant from local Government.

There is no examination system in the school. But Reports on the performance of each individual student are sent to the National Board of Education. Self Education Method is applied in the school. The teacher remains present in the class whenever there is need.

Those who have difficulties in the ordinary schools come and join this school. The aim of this school, in the beginning, was to impart education to the young students but now it has broadened its scope by introducing other courses, e.g. winter courses for pensioners.

The group was able to visit the various classrooms in session.

STUDY VISIT TO HOME ECONOMICS CENTER

VISBY, GOTLAND

Date of visit - 5th May 1976
Name of Hostess - Ms. Greta Persson

The school is under the Swedish Consumer Board.

The advisory work of the Community Home Centre was started in 1930's. The aim was to serve the rural women. In 1970, it was taken over by community and its activity was expanded to urban areas.

The functions of this school are:

1. To find out the real needs of the family
2. To guide and advise the consumer in selecting the right type of item
3. To help consumers in matters of interior decoration of houses
4. To advise about health and nutrition.

The programme is carried on through:

- a) telephone contacts
- b) personal visits
- c) radio talks
- d) lecturers and demonstrations
- e) participating in exhibitions.

The consumers get the benefits of the school free of any service charges.

STUDY VISIT TO A SHEEPFARM

LARSARVE, ROMA, GOTLAND

Date of visit - 6th May 1976
Name of Hostess - Mrs. Astrid Ahlsten
- Ms. Gertrud Ahlsten

The group visited the farm house at Roma, which has been owned by the same family for the past seven generations. The farm is 130 acres. Barley, sugarbeets and oil seeds are grown on the farm.

In addition to this, the family maintain a sheep farm with 450 sheep. It is a prosperous and well maintained farm.

The group found it interesting that the division of labour among the family was very well organized enabling the housewife to weave a large part of the household linen. It was noteworthy that family ties still exist in rural Sweden.

STUDY VISIT TO GOTLAND HANDICRAFT SOCIETY

VISBY, GOTLAND

Date of visit - 6th May 1976
Name of Hostess - Ms. Violet Bergdahl

"Aengros" is the association for Handicraft Societies with its headquarters in Stockholm. It is neither a Government body or a co-operative society - just a women's organization. It was started in 1925. The association celebrated its Golden Jubilee celebration in July, 1975.

There are 11.000 members of the shop. About 120 crafts women are members of this association. Its total turnover last year was one million kronor. It exports its goods to Japan and other countries.

The organization is subsidized by Government. The salary of the "Adviser" is paid by the local Government.

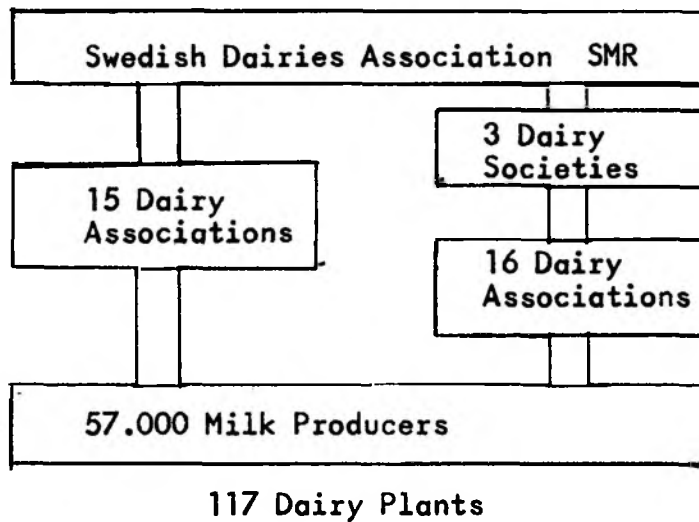
B. GROUP REPORT

STUDY VISIT TO AGRICULTURAL AND PRODUCERS CO-OPERATIVES

IN GOTLAND - DAIRY FARM ASSOCIATION

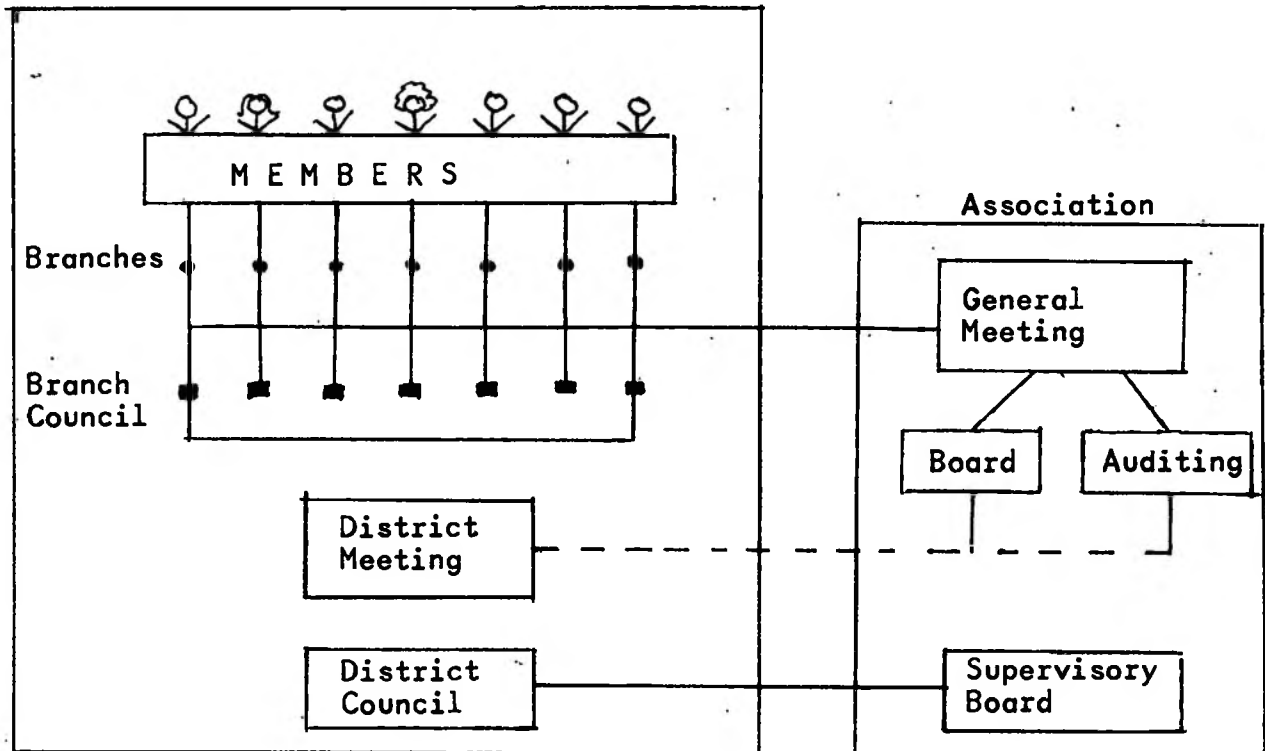
Date of visit - 26th April 1976
Place of visit - 1) Family Dairy Farm of Mr. Patrik Gyllenhammar,
Ekeskogs, Klintehamn, Gotland
2) Branch level (District level) of SMR.
Country group - India

1. The structure of Swedish Dairy Association can be shown in the following diagram:



Dairy Association means District level organization.

2. Organization of Members (Milk Producers):



3. The dairy industry in Sweden is a national co-operative organization owned by farmers. The national organization for the country's dairy farmers' association is "Svenska Mejeriernas Riksförening" (SMR). The biggest Dairy Co-operative societies in the country is Mjölkcentralen MC/Arla. The national organization handles official contacts with Government and other organizations and bodies on behalf of the dairy units.

4. The following are the functions of SMR:

1. To deal with Government in fixing the price of milk and milk products
2. To arrange for Public Relations and advertisement on behalf of the associations
3. To plan production and intake of milk and other products viz. cheese, butter and milk powder as per demand
4. SMR runs a machinery repairing and manufacturing department
5. It also runs a central laboratory and research centre for butter and cheese and for other products

4. 6. To facilitate the farmers, SMR has organized a few subsidiary industries under its supervision such as Riksost (cheese producing co-operative), Scandmilk AB (responsible for handling of milk powder), AB Kemikalia (supplies chemicals), Wedholms AB (manufacture milk tanks and other equipments needed in dairy industry), Glacebolaget AB (icecream manufacturer) and Semper AB (manufacturer of infant food).

5. Pattern of a farm:

Visited the farm of Mr. Patrik Gyllenhammar at Ekeskogs, Klintehamn, Gotland. It is a family farm - a family consisting of the farmer, his wife and a child. He owns 60 acres of field and 200 acres of forest. Dairy is his main occupation. In addition to running of the dairy business he cultivates his land.

He has not employed persons to work in the farm. The whole work is done by him and his wife. Two years ago he became a member of a farmers service society where he hires farm help whenever he needs it the payment of 170 Swedish kronors per day and 200 kronors for Sundays.

Mr. Patrick Gyllenhammar is a member on the Board of the local co-operative.

STUDY VISIT TO LRF COUNTY ASSOCIATION

Date of visit - 28th April 1976
Name of Host - Mr. Ola Lindvall

A group of 5 participants (one from Bangladesh and 4 from Malaysia) met Mr. Ola Lindvall (Ombudsman) and Mr. Hilding, Secretary of the Board on 28th April 1976.

Mr. Hilding gave an introductory outline of the County Association's structure and activities. The participants were taken to see the Chemical Laboratory owned by the Agricultural Society, where services of a technical nature are provided to farmers, with regard to soil analysis, experiments with new salt or sea water in the growing of apples, barley, beetsugar and grass. The equipment was extremely modern and developed, some of the gadgets being highly specialised gadgets imported recently from Germany and America.

During the second half of the day the group met in the LRF County Association office, where Mr. Lindvall explained details of the working of this office, with the help of visual aids and diagrams.

One of the most important duties of the Association at this level was the laying down of agricultural policy matters. This included getting better prices for various agricultural products. The role of the Ombudsman in the County Association is a very important one, as he is the main coordinator for farmers from the local branches. Such qualified persons are essential at this level to assist farmers and guide them in legal matters, insurance coverage, better utilisation of land and bargaining for better prices of their produce.

Information and education service to members at this level are carried out in Sweden in several ways such as practical demonstrations on the use of fertilizers and visual aid methods. On Gotland every Thursday one page for farmers is published in the local newspaper by the County Association.

SWEDISH SYSTEM OF EDUCATION

LABOUR MARKET TRAINING CENTRE, VISBY, GOTLAND

Date of visit - 30th April 1976
Name of Host - Mr. Bo Dalling
Country groups - Malaysia/Bangladesh/India

1. There are fifty Labour Market Training Centres through out Sweden. The training courses in these centres are employment oriented. Special training courses are held for housewives and handicapped persons.

2. Organization of the courses:

Labour market training is jointly organized by two Government Departments:

- 1) The Labour Market Board (AMS) and
- 2) the National Board of Education (SÖ).

A joint advisory delegation (SAMS) exists to advise AMS and SÖ in the planning of courses. SAMS includes the representatives of AMS, SÖ, LO (the Swedish Confederation of Trade Unions), SAF (the Swedish Employers Confederation, TCO (the Swedish Central organization of Salaried persons) and SACO (the Swedish Central organization of Academicians).

At each county there is a course committee appointed by SÖ. This committee comprises six persons representing the county employment board and vocational training together with SAF, LO and TCO. Further on, there is a special training committee on each vocation at county level.

Eligibility for the training:

The minimum age are required for admission in these training centres is twenty. This training is available to people who are unemployed or to the persons who are unable to retain jobs for long. The handicapped persons and the persons applying for premium training (skilled labour) need not fulfill the above mentioned conditions.

3. Finance:

All expenses of the training centre are covered by Government. The trainees receive study materials free of charge.

4. Various courses:

Various courses are conducted in this centre, viz. work and education for socially handicapped, educational guidance, theoretical pre education, mechanic, welding, carpentry, tele basic education, tele communication, industrial electronics, office work, restaurant, immigrant Swedish, pre education, building, kitchen assistants etc. etc.

In addition to these, a new curriculum is drawn up with every new training requirement.

5. Teaching methods:

Since the aptitude of the trainees differs widely the training is self instructional. The tape recorder and the teaching materials are used together by the trainees and the teacher is always present there to guide if required.

6. Teaching staff:

The teaching staff consists of a team of Psychologist, Doctor and professional teachers. The teachers are specially trained and they undergo training from time to time.

STUDY VISIT TO VUXENSKOLAN

Date of visit - 30th April 1976
Name of Host - Mr. Jan Händel, District Leader
 - Mr. Björn Håkansson, Local Organizer
Country groups - Philippines/Sri Lanka

Swedish Education System

The compulsory education in Sweden began in 1844. Primary education started off at 5 years which was later increased to 7, and finally 9 years in the 1960's. The present educational system consists of:

1. Primary Education - 9 years
2. Secondary Education - 2 to 4 years, depending on course selected
3. Post Education - specialized courses
4. Adult Education.

Education in Sweden is generally free in view of taxes paid by citizens which cover tuition and books. It is said that approximately 13% of the State budget goes to education.

For adult education, however, the student pays a certain sum to cover those costs that are not subsidized by the State, the "Landsting" (County Council) and the local community Government. The student gets a Government subsidy of 7.50 Swedish Kronors for each hour attended and 15 kronors per hour if the course is basic. The subsidy is given at the end of the course. At the same time, the adult education school receives the following subsidies:

1. State: 75% of total costs to cover teachers' salaries, books and materials
2. Local Government: 25% to cover administration costs.

Adult education is made up of 9 types. The most popular and widely used is the studies organization or study circles.

1. Study Organizations: These were started in 1890 by popular movements, particularly trade unions, to educate their members. Presently, the political parties each co-sponsor adult education schools together with other organizations. Vuxenskolan is the school of which the Centre Party, the Liberal Party and the LRF are members. The Social Democratic Party has the Workers' Education Association or ABF.

This method has attracted many adults as it does not utilize any grading system which contributes a lot to building self-confidence in them. Each study circle needs a minimum of 5 members (maximum of 20) to qualify the students and the school for government subsidy. Subjects offered include nearly all from primary to university and vocational courses and those of special interest. This has enabled 46% of the population within the 16 to 59 years age group to complete at least 7 years' education. But Vuxenskolan authorities felt that many more should take advantage of the system. Visiting programmes have, therefore, been designed so that school staff can go on personal visits to individuals to attract them to join study circles.

As of 1974, 2.200.000 participants made use of study circles. There may be double-counting, however, as some individuals join more than one study circle within the year.

Education for study circle teachers is also conducted by the adult education schools.

2. Communal Education: This type of education was especially formulated for adults in 1960's to allow those that have not completed 9 years' primary education to finish this. The method, unlike study circles, uses a grading system.
3. State Education: This is conducted at Norrköping and Härnösand where communal education students may go for three weeks for special tutorial lessons on specific subjects read at home or for laboratory work for biology, chemistry etc. The student usually finances his own board and lodging for which he may apply for government subsidy or a loan.
4. Labour Market Education: This type of education provides training courses for 3 weeks (shorest course) or one-year (longest course) for any citizen needing training for new employment, changing jobs or for handicapped people. Courses include carpentry, truck driving, restaurant and hotel work, office work etc.

5. People's High School: This type of education uses the same method as the studies organization, i.e. the system produces its own programmes covering high school subjects and does not use the grading system. The school was especially formulated for those who have finished 9 years' compulsory education but who did not pursue secondary education. Courses may be taken during weekends or weekly or for one term within a period of three years. The teachers do not lecture; rather, they motivate participants to discuss among themselves.
6. Correspondence Institute: The system was very popular about 15 to 30 years ago. But since newer methods were introduced, namely study circle, communal, state, labour market education and people's high school, this has been more concentratedly used by firms for their own training needs.
7. Universities: This method of adult education is designed for those who are over 25 years of age and have at least 5 years of work experience. Subjects included are languages and social sciences. Mathematics, however, is not covered as this is considered to be under secondary education and must be taken under communal education or people's high school.
8. Radio - TV: These are used to supplement study circles and in medical schools. Materials are prepared by TRU, a TV and radio division under the Education Department. Tapes may be borrowed from libraries when desired.
9. Companies: These organize their own training courses to fit their education needs for all levels of staff. Companies also make use of study circles.

Farmers' Education

The ombudsman acts as the contact between the farmers and Vuxenskolan on education matters. LRF, on the other hand, programmes and prepares study materials as required by farmers as relayed through the ombudsman.

Once the programme is agreed on between the district leaders of Vuxenskolan and LRF, contacts are made among farmers to inform them what subjects are offered. The goal for the programmes is to help farmers have more economical and viable business operations. Courses like correct forest usage, use of proper barns, hog raising, crop rotation, how to hold discussions etc.

The courses are later evaluated to determine if these have been of help to farmers or not. Visiting programmes, as in study circles, are also done for farmers to enjoin them to attend courses they need in operating their farms.

STUDY VISIT AT UPPSALA

Date of visit - 10th-13th May 1976
Name of Hostess - Mrs. Karin Reimer
Country groups - Malaysia/Philippines

The four-day study visit to Uppsala consisted of visits to and conferences with representative of various institutions from the educational, co-operative, civic and community sectors.

1. EDUCATION

A tour of the Uppsala University was arranged for the group. The University's Public Information Officer, Mr. Einar Lauritzen, gave the background on the University's founding, its student population and the different faculties now offered. He gave the group a bird's eye view of the coming reformation of the Swedish system of higher-level or University education due for implementation by 1st July 1977. The reform concerns selective acceptance of University students to allow "a more equitable allocation of affluence, influence and opportunities of cultural experience through the opening up of higher education to new groups in society". With the passing of the Reform of Higher Education 1975 Bill, a major change will take place as to the recruitment of students and a transfer of responsibilities and powers of the University personnel to people outside the University, e.g. Trade Unionists.

The group also spent a morning with school children from ages 9 to 11. This visit afforded the group a first-hand view of how the compulsory education is done in Sweden. Special observations of the visit are:

- a) Different rooms with co-educational activities, like needlework, sewing, carpentry and woodwork
- b) Educational systems and methods like no grading system, small classes of 20-25 pupils, free materials
- c) The wide use of audio-visual aids
- d) Remedial clinic for slow learners.

A visit to a nursery school was also arranged to complete the group's familiarization with the educational system which evolved out of the needs of the Swedish people. It must be mentioned that the nursery school visited is part of local government plan for a well-organized centrum.

A study circle for learning English was also observed by the group to actually know how study circles are carried out.

These visits show a cross-section of what had previously been discussed by participants with various lecturers.

II. CO-OPERATIVE

The Education officer of Konsum Uppsala, Mr. Ragnar Lindahl, gave an overview of the development of the co-operative store which was originally established in 1850, reorganized in 1923 and integrated with smaller co-operative stores in 1968-69. Since 1975 there are 58.908 members from 17 districts each having a council of membership with a board of 5 directors and an administrative council of 19 members and 2 representatives from the staff. Apart from that, officials from the local societies were given appointments in the Konsum Uppsala as managers of different departments, e.g. Financial Department Manager, Office Administration Manager. The most recent amalgamation involves a small co-operative store in the island of Beta whose directors approached Konsum Uppsala for a take-over. It was emphasized that the decision was the will of the members to provide themselves with a stable co-operative that could service their needs.

Staff education in this society was first started in 1925 conducted by the society itself until its education requirement necessitated their use of Vår Gård for more economical handling.

Thus all employees interested in pursuing careers in the co-operative movement are encouraged to study, particularly the women who make up 80% of total employees. The result, however, has been that women are able to participate only in the lower training steps not due to lack of interest but for economic and family reasons. This fact, therefore, prevents more women from being promoted to higher positions in the co-operative.

Branch training conducted by the co-operative's sales-leaders are widely used and have been found to be effective both for updating personell's selling knowledge and capacity and for threshing out work-problems. The sessions are held twice a week before the store's opening and for which employees' time is paid.

The society believes that the manager has the key responsibility for motivating employees to go through staff training, it therefore concentrates on educating and developing this personnel who in turn can help bring about well trained staff. Although leader education is centralized, since the society has few such sales-leaders, staff training is generally held at the work-place itself as each section has to solve its own problems.

The housing co-operative is discussed in the following section.

III. COMMUNITY/SOCIAL WELFARE

Observations on community and social welfare affairs in Uppsala involved visits to the Gottsunda Centrum, the housing co-operative within the Centrum, the pensioners' apartments, Mother-Care Centre, family planning clinic and the talk with the women's organization representatives.

A. Gottsunda Centrum

The Gottsunda Centrum is a unique community project of the Uppsala local government supported largely by state funds because of the project's social welfare orientation. The Centrum was planned to serve the residents living around its circumference and within the Centrum itself. It has put up pensioners' apartments and ordinary flats which are all connected to the service and recreational area. The 9.000 square metres area being developed for completion by 1979 to service about 20.000 people includes the following facilities:

- 1) Public service - library, doctors' and medical area, post office, fire brigade, shopping centre, day centre, laundry and schools from nursery to high school
- 2) Recreational - swimming pool, baths, gymnasium, cafeteria, lounging rooms.

The recreational facilities are available to residents for a fee when not in use by the school children during school hours.

B. The Housing Co-operative HSB

The Housing Co-operative administered by HSB or Local Tenant Association is located behind the main Centrum building. The Co-operative has 230 flats in two and three storey buildings which are all furnished. Any individual can live in these co-operative flats provided he becomes a member by paying the membership fee and an initial amount of Sw.Crs. 3.000 for the flat aside from the monthly rental. If the member elects not to own a flat, he can put in savings and get 5% to 6% interest per annum. What appealed to the group was its savings scheme which enables members to accumulate in advance the amount needed for down-payments on their apartments. This accumulation of capital also enabled them to plan new construction according to their needs, as well as providing a capital for continued development. A member may own a flat in any of the housing co-operatives administered by HSB and has the right to vote for members of the Board. The advantage of living in the housing co-operatives vis-a-vis the Centrum apartments is the ownership of the flat as well as lower maintenance costs kept down by the members' pool payments.

C. Pensioners' Apartment

There are 78 flats for pensioners in the centrum furnished with special equipments and facilities like emergency call buttons, telephones, handrails put in for the needs of the old people. There are also nurses engaged to serve the pensioners. The apartment has its own cafeteria and activity rooms for use of the elderly pensioners. The apartment is located near the Pharmacy and the doctor's area.

D. Akademiska Sjukhuset

A study visit to the above hospital was made by the group. Dr. K.G. Nygren gave educational information on the family planning programme carried out by the hospital and the different methods, techniques and contraceptives that are made available to the people.

According to the Swedish Law it is stated that only the woman herself has the free volition to decide whether to have or not to have a baby thus abortion is legal and allowed within 18 weeks i.e. $4\frac{1}{2}$ months on this grounds.

The aim of the family planning programme is not to decrease the population but to help the people plan their families and to avoid unwanted pregnancies.

E. Mother Care Centre

This centre handles both pre- and post-natal care of the mother and child by trained nurses and pediatricians. They are free and includes baby check-up and immunizations and such treatment as a child or mother may need connected to birth. The children are cared for in this type of centre until they are 6 years.

F. Women's Organizations

The women's organizations in Uppsala attached to the civic and political associations work for their own objectives as well as for world-peace and greater understanding among the women of the world. They hold campaigns to raise funds for women's projects around the world using their versatile talents and in the process also get more young women involved in the organizations.

STUDY VISIT AT GÄVLE

Date of visit - 10th-13th May 1976
Name of Hostess - Mr. Åke Törner
Mrs. Karin Hall
Country groups - Bangladesh/India/Sri Lanka

The Day Care Centre and Pre-school, maintained by the community and supported by government grants has place for 40 children, between the ages of 2 to 6 years. Such centres are in great demand and parents have to apply years in advance to get admission for their children.

The fee ranges from 1 Sw.Crs. to 35 per day per child according to parents incomes. The teaching staff are selected from among men and women with an aptitude for dealing with children, and are trained for one year on the job. The Day Care Centres work from 6 a.m. to 6 p.m. every day except Saturdays and Sundays.

The part of the centre gives pre-school education (3 hours daily) to children who will be admitted in the school on following year - at age of seven. The education is open to all children in the locality.

The purpose of these centres is to provide congenial, healthy and creative schools for children of working parents.

THE STATE BASIC SCHOOL, GÄVLE

Date of visit - 10th May 1976
Name of Hostess - Ms. Margareta Vestberg

This school caters for 800 students who have nine years of basic schooling. It is well equipped with educational aids, library and laboratory facilities and special training in music, dance, printing, handicrafts. There is a special section for home economics with a modern kitchen.

There is also a special section for the slightly handicapped students who are partially deaf.

The Swedish Government spends 13% of total budget on Education. Compulsory Education (nine years schooling) is free to all children. It includes free tuition and books as well as free midday meal.

SOCIAL SERVICE DEPARTMENT, GÄVLE

Date of visit - 12th May 1976
Name of Host - Mr. O. Sandström

The Social Service Department gets high grants from government. Of the 120 million Sw Crs. sanctioned in last years budget 55% was spent on schemes for the aged.

Social Services facilities are also provided to the young, to students, to handicapped and unemployed persons. This department works closely with the National Board of Health, the National Education Board and the Police Department.

In Gävle there are 8 old-age homes and 50 more are being constructed. These houses have rooms for 30 to 40 persons. There are facilities for hobbies e.g. carpentry, weaving etc. People are allowed to have their own personal belongings in their rooms.

A second system of old age homes is to provide service flats to pensioners.

There are similar homes or flats for other sectors of society viz. alcoholics, physically handicapped and mentally retarded people.

Immigrants are also cared for under Social Services. There are $\frac{1}{2}$ million immigrants in Sweden, and 4.000 in Gävle. The Department assists them in joining language classes and in providing them with adequate housing.

GÄVLE HANDICRAFT ASSOCIATION

Date of visit - 13th May 1976

This is a voluntary women's association with its headquarters in Stockholm.

It runs shops all over the country. The handicrafts of the craftsmen are displayed and sold in these shops. There is an exchange of goods from the shops in different parts of the country.

The craftsmen are provided with technical guidance and advice regarding their crafts. The products are sold in the market and even some of them are exported, mainly to Japan and America.

ALFA CONSUMER CO-OPERATIVE SOCIETY, GÄVLE

Date of visit - 11th May 1976
Name of Host - Mr. Erik Sigmundson

This is one of KF's large societies, owning 7 Domus stores, 1 OBS Hypermarket at Valbo, 59 Konsum shops and 8 restaurants. The membership of the society is about 65.000 and there are approximately 1.300 full time employees in all the stores. The Gävle society has undertaken a new system worked out by KF to educate newly elected members. This covers a) Basic Information, b) International Co-operation, c) Members role in Society.

This new course is going to be introduced during 1976 in the society and a continuation course will be held in 1977.

One effective method of getting member interest is through the "Look In"- programme or "Titta in". This is a file given to elected members with multiple questions regarding their shops. They are invited to look around, learn about things in the shop and fill in the answers and opinions. It helps to promote members' interest in the store.

STUDY VISIT TO A BAKERY

Date of visit - 13th April 1976
Name of Host - Mr. Lars Aronsson

The Production unit is one of KF's industries in Sweden. It supplies bread and cake etc. to one hundred shops around as per their requisition received one day ahead. It also caters the needs of hospitals, social welfare homes etc.

Persons employed - about sixty.

Supply of Raw Material - It gets its supply of Raw Material, e.g. flour etc., from KF. KF buys wheat from farmers co-operatives, processes it into flour at its co-operative flour mill and the mill supplies the flour to the Bakery.

Pricing - KF gives guidelines for fixing up retail prices.

Wages - Each worker earn wages of twentyfour Sw.Crs. per hour.

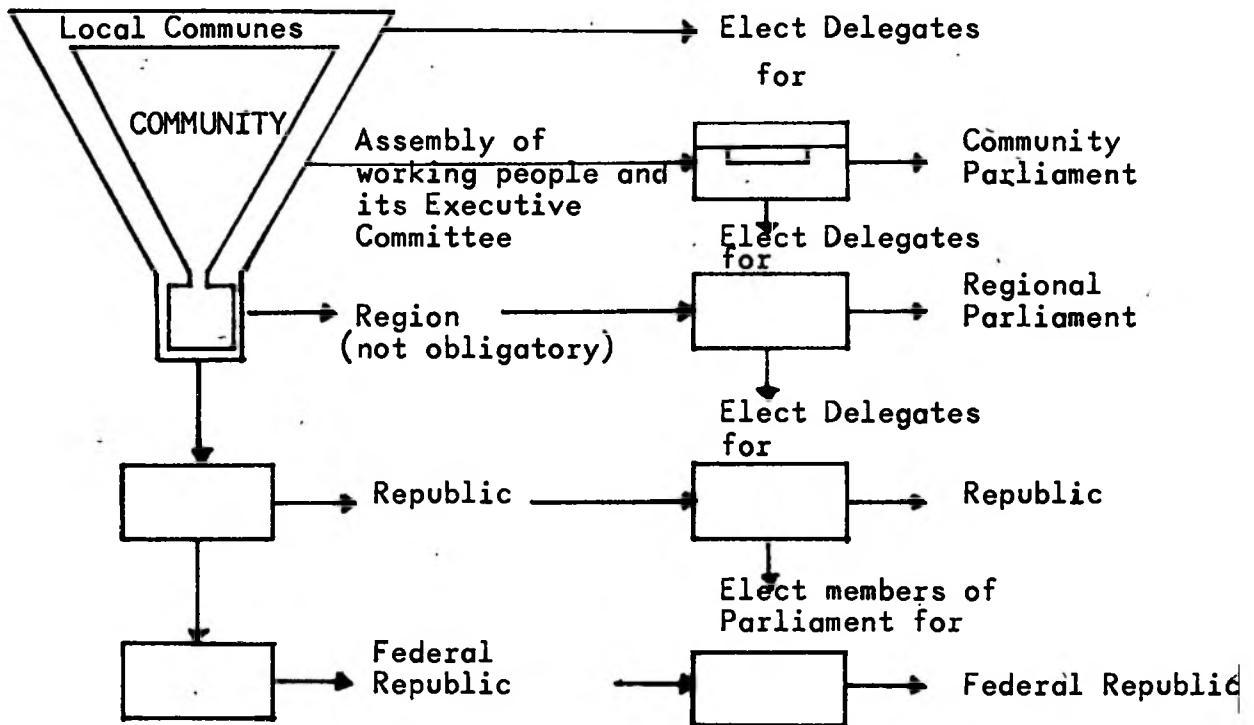
The whole production process has been divided into four to six divisions. The whole of the process is mechanized.

C. VISIT TO YUGOSLAVIA

1. INTRODUCTION

The Yugoslavian system of economy and civic administration is based on "Self Management". "Self Management" may be defined as a management system which involves people's direct participation and control over the socio-politics economy of the country.

1. Civic Administration: At the local level there are local communes consisting of settlements, local communes form communities, again these communities form regions and regions form a republic. One republic is a part of the Federal Republic of Yugoslavia. There are six such Republics which have formed the Federal Republic. The administration in each sphere is carried on by the elected delegates of the common people. This is shown in the following diagram:



2. Economic system: Co-operatives - There are Agricultural co-operatives in the country. In almost all the local communes there is one farmers' co-operative society. For the organization of a co-operative society at least thirty farmers should join together. There is a statute for (By-Laws) which is drawn up by the farmer members with the help of the statute commission. The members pool 4% to 6% of their surplus in the society's fund. The fund is utilized for providing various technical services to the farmers. Thus the farmer members get the following services from their co-operative society:
- a) Technical services viz. services of engineer, lawyers or veterinary doctors etc. These personnel are employed by the society.
 - b) Joint purchasing of necessary tools and machinery for farming.
 - c) Marketing of their produce.
 - d) Transport facilities.
 - e) Any other service whenever required.

Structure of Co-operative Movement - Each co-operative society is a member of the Republic Co-operative Union and each Republic Union is a member of the Co-operative Union of Federal Republics.

Credit structure: Co-operative unions of each republic have a credit and savings unit. These units work within the framework of Co-operative Unions. Credit is granted to the farmers for: (i) new construction of stables (ii) to increase production (iii) purchase of machinery (iv) food growing (v) cattle breeding.

Price guarantee scheme - Prices of certain products, such as wheat, maize, sugar-beets etc., are negotiated with an especially appointed commission set up for this purpose. This ensures that the farmers get an adequate payment to cover their costs of production.

The minimum price of a product is based on the results of previous years and forecasts for the future.

Farmers' Pension Scheme - Each farmer gets a pension from the society after his retirement. Each farmer pays a certain percentage of surplus to the pension fund. The age of retirement of a farmer is sixty and a women farmer is 55.

Womens' Involvement - A large number of women are employed in the farms. Most of the production work in this field is carried by farmers' wives. Men work in the industries and women work in the fields.

Training Programme for the Members of the Co-operatives.

- (i) Training facilities in farming are provided to the young men who are interested in farming.
- (ii) For older farmers who are members of co-operative societies five days seminar are conducted and various topics concerning co-operatives are taken up for discussion.
- (iii) For women members of co-operatives special courses for five days are conducted and topics in connection with farming and the house-hold are taken up for discussion in these seminars.

Education System - Education in Jugoslavia from pre-school to university level is free. It is compulsory for all upto elementary level and every individual must attend school upto class eight.

Health Services - Hospital facilities and health services are free of charges. Medicines are given free to every one who attends hospital.

2. VISITS

Date of visit - 22nd May 1976
Place of Visit - Community Črnomelj

Črnomelj is a community in the Republic of Slovenia.

Visited:

- (i) Belsad, vegetables factory.
- (ii) Agriculture farm which grows vegetables and supplies them to the Belsad vegetable factory.
- (iii) Visited one elementary school in Vinica.
The system of education and the details about U.N. Club (United Nations Club) were explained.

Date of Visit - 23rd May 1976
Place of Visits - 1. Žužemberk
2. Prevole
3. Dolenjske Toplice

The group visited the House of Ljudsk Tehnika and the exhibition. A display of photographs and stamps were organized by the Club of Peoples' Techniques. The Club had 5 sections namely Radio, Motor Car, Stamp, Technical and Sport sections.

In Prevole the group was able to see some young brigadiers working on a new aquaduct and also visited a small home-manufacture of tooth-picks, brooms and needle work.

Two elementary schools one in Prevole and the other in Dolenjske Toplice were also visited by the group that day. Discussions were held with the headmasters, teachers, pupils, brigadiers and representatives of the local community. Information was given on the school set up, its activities, and the involvement of the pupils and the school staff in the activities of the local community. The school was the centre of activity of the community.

The day ended with the group participating in the celebration of the local holiday in Dolenjske Toplice where local residents performed in a cultural show. Before the entertainment began local residents were given certificates for having made outstanding contributions to the community.

Date of Visit - 24th May 1976
Place of Visit - Škofja Loka

The day was characterized by the grouping together of representative men and women from all organizations within the commune of Skofja Loka and the men and women and youth leaders of Ljubljana to meet the African and Asian co-operators.

Prior to departure for Skofja Loka, a group from Novo Mesto joined the seminar participants at Skofja Loka another group of delegation welcomed and joined them. There were many women who joined the tour altogether for a common purpose to learn each others' experiences in women's activities, despite the language barrier.

The seminar participants visited the factory CTH which manufactured refrigerators, freezers, cooling machines and aluminum plates. LTH has 3 plants employing 1.350 workers, 40% of which are women assigned to various jobs in the factory. The production of refrigerators varies from 250 to 400 units a day, depending upon the demand of importers from Europe and the United States.

Information about Skofja Loka, whose existence is more than 1,000 years, was received from leaders and the community council members. Most significant was the visit to Skofja Loka castle-museum which showed the rich cultural and historical heritage of the old community. Some relics and vestiges of the war gave an impressive picture of Yugoslavia's fight for liberty and freedom. Antiques and mementos in the museum portrayed the peoples' way of life, their customs and traditions.

In the afternoon, the seminar participants gathered first-hand information from the visit to farmers' big farm of 10 hectares with 15 cows used for milk and meat. Potatoes and vegetables are planted in the farm which are sold to a consumer co-operative.

The day climaxed with a sight-seeing tour for the participants with some members of the ladies and youth committees to Ljubljana, the capital of Slovenia, where a medical fortress, interesting monuments, modern shops and buildings and varied landmarks met the eye.

Date of Visit - 25th May 1976
Place of Visit - Kumrovec, birthplace of the President Tito

The participants were taken to see the home where President Tito was born 84 years ago.

The 25th of May is not only the Presidents' birthday but also celebrated at the Day of Youth, and thousands of children, students, citizens and the armed forces were there to pay their tributes and spend the day.

Not far from the humble home of President Tito is a magnificent building called House of the Youth and Veterans (Dom Boraca i Omladine) which commemorates the memory of the Partisans who fought during 1941 to 1943.

This modern structure built on several levels is a new approach in architectural monuments, providing in practical terms a place of lasting value for the descendants of those who struggled for freedom. It houses a complex of art gallery, library, recreation and sport rooms, restaurant, living accommodation, conference rooms and beautiful surroundings.

The participants then went to see the imposing bronze sculpture of the peasant leader Matiga Gubec who led an uprising in 1573 against the feudal nobles. The main central sculpture is a 6 metres high statue of Matiga Gubec with arms outstretched symbolising the inclusion of all peoples of the world in their struggle against exploitation. Large walls with bronze relief figures relate ballads and legends about 16th century life, customs, traditions, and the sombre aspect of the peoples' hard life. The sculpture, which contains 30 tons of bronze, was erected in 1973, for the 400th year commemoration of the peasant leader.

Date of Visit - 26th May 1976
Place of Visit - Community Trebnje - Slovenia

Visit to the Community Trebnje in Slovenia. Of its 17.000 inhabitants about 30% are farmers. Agriculture has steadily declined giving place to industry. Several factories have been constructed.

Visited the factory Dana where potatoes are processed and baby foods prepared.

The visit to the Kolinska factory, which had started with the processing of potatoes but now produced many consumer food items, proved very interesting according to the next item on the programme, met the representatives of the agricultural co-operative organization which has about 1.600 members, both men and women, farmers.

Main activities of the farmers - (i) cattle breeding for milk and meat
(ii) production of potatoes and vegetables.

The Agricultural Co-operative is divided into nine units each unit electing a member to the central administrative and management committee of the Co-operative. Farmers contract with the Co-operative organization for firm orders for their produce and a guaranteed price for them.

The Co-operative contracts with processing factories and shops for sale and marketing of farmers' produce.

There is a Credit and Savings Department.

Education and training programmes.

- 1) In secondary schools special courses in farming are given to young people.
- 2) Older farmers have winter seminars for the same purpose.
- 3) Excursions within and outside the country are organized for farmers.

There are 75 experts on agricultural production engaged in connection with consultant and advisory services to farmers.

Special services provided includes machinery services.

Women's activities There is a special organization to involve women in farming.

A training programme for women farmers includes, among other subjects, farming, utilization of household appliances, food and nutrition, health care etc.

Health Insurance for both farmers and workers in the community has been provided.

Pension schemes for farmers are being organized.

In the evening the participants visited the rustic museum in Vesela gora and the exhibition in the Gallery of self-educated naive painters.

Date of Visit - 27th May 1976
Place of Visit - Community Velenje

The visit to the new community of Velenje has shown to the participants a rapid social and economic development. The last 30 years Velenje with a population of 32.000 inhabitants, organized in a self-management socialist society, has grown into a highly industrialized community with coal-mining as the beginning of its transformation.

The factory of the household equipment, "Gorenje" was the first place visited after the members of the councils' committee have explained about the towns' history. More than 3.500 women work in this industry which represent 39% of all employed in the community.

Observations were made in a health institution in Velenje. Health protection, as seen in the different wards and departments of the institution, is one of the major concerns of the growing city. Special emphasis was on childrens' care and education as the group went to visit a kindergarten school, house of culture, library and a gallery.

Added to these, better living conditions which are developed as more roads, houses and other constructions are underway. Playgrounds, schools and a lot of important buildings are being built for the working inhabitants and families of Velenje.

Date of Visit - 28th May 1976
Place of Visit - Community Metlika

The community Metlika is one of the smallest communities in Slovenia. It is only 108 square kilometers large and has 7.530 inhabitants. The main industry in the community is the textile industry and wine growing is also being given a great importance.

Visit to a "Day round school" in Suhor.

On arrival the participants were received by the President of the commune, the social, and political representatives, and the farmers representatives of the commune. They were then given an outline of education system where the children of working parents and farmers spend a whole day in the school under the guidance of specialized teachers.

The participants were then invited to the cultural Hall where they had a discussion on the local commune life, their economic activities, self management the ideals and principals of "Day round school", and the co-operative wine growing activities.

The participants were also given information on the community's next 5 years plan to provide water supply, electricity and roads to the villages to facilitate communication and trade.

Here they had the opportunity to meet the 80 year old Madam Radkovic Marija whose brief talk inspired the women.

Visit to the Agricultural area on Plesivica.

Here the participants visited the vineyards and had discussion with the farmers about the collective renewal of vineyards and about the Agricultural Co-operative.

Visit to the Museum of Bela Krajina.

The participants had the opportunity to study the tradition and cultural background of the people of Metlika. The participants also visited the exhibition of Ivan Cankar's works on the occasion of his 100-anniversary of birth.

The visit to the wine-cellar in Metlika was very informative closing discussions was held with all representatives of the community Metlika where clarifications were made regarding certain land reform laws and the impressions of the participants were exchanged.