

4th Training Course on
**Promotion of
Sustainable Enterprises
for Rural Women**

Vietnam – Japan
20th August-25th September 2009

COURSE REPORT



**International Co-operative Alliance
Asia & Pacific**

ICA Library
334:001.85
ICA-T
ICA 02483

**Report of the 4th Training Course on
Promotion of Sustainable Enterprises for Rural Women
Vietnam-Japan: 20th August to 25th September 2009**

CONTENTS

SECTION-1					
Executive Summary	...	...	...	...	01
SECTION-II,					
Inauguration of Part-I of the Training Course in Vietnam		...	...	...	04
SECTION-III					
Comparative Field Study Visits in Vietnam	...	...	...	...	05
SECTION-IV					
Inauguration of Part-II of the Training Course in Japan		...	...	...	10
SECTION-V					
Country Background Papers – A Summary of Country Reports (Cambodia, China, India, Myanmar, Nepal, Vietnam)	...	...	...	...	11
SECTION-VI					
Comparative Field Study Visits in Japan...	...	...	...	...	22
SECTION-VII					
Concluding Session of the Training Course in Japan		...	...	...	30
SECTION-VIII					
Action Plans Proposed by the Participants	...	...	...	...	32
SECTION-IX					
List of Participants	.....	...	...	...	41
SECTION-X					
Program of the Training Course	...	...	...	...	44

**4th Training Course on
Promotion of Sustainable Enterprises for Rural Women**
Vietnam-Japan: 20th August to 25th September 2009

COURSE REPORT

SECTION - I

Executive Summary

Introduction

The International Cooperative Alliance (ICA) is an independent non-governmental association which unites, represents and serves cooperatives worldwide. Founded in London on 18th August 1895, the ICA is headquartered in Geneva. ICA is a member-based organization with national and international cooperative organizations in more than 88 countries active in all sectors of the economy. ICA's four offices in Africa, America, Asia-Pacific and Europe, together, serve more than 227 member organizations, representing well over 800 million cooperative members around the world.

The ICA-Asia and Pacific Office is operating from New Delhi since 1960, serves 65 national level organizations from 24 countries, representing about 500 million cooperative members.

Background

The ICA was earlier chosen by the Ministry of Agriculture, Forestry and Fisheries (MAFF) of the Government of Japan to implement its Training Project on "Strengthening Women's Agricultural Cooperatives in Rural Areas and Improvement of Farm Management and Rural Life" for the last 15 years. The overall objective of the training program under this Project was "to facilitate improvement of living standards of rural farm households through women's participation in agricultural cooperative activity". 100 women from 13 countries had successfully participated in these courses.

On the basis of these achievements, a new Training Project on "**Promotion of Sustainable Enterprises for Rural Women**" was developed and agreed upon for implementation through the ICA, with a view to generating employment and increasing income of rural women.

Under this Project, the **4th Training Course on "Promotion of Sustainable Enterprises for Rural Women"** was held, with 12 participants, in **Vietnam and Japan**. Part-I of the Training Course was held in Vietnam from **20th to 29th August** and Part-II in Japan in collaboration with the Institute for the Development of Agricultural Cooperation in Asia (IDACA), Tokyo (Japan)

from **30th August to 25th September** 2009. The program is funded by the Ministry of Agriculture, Forestry and Fisheries (MAFF), of the Government of Japan and implemented by ICA.

Objectives

The main objectives of the Training Course under this Project were:

- To learn method of enterprise development by rural women through case studies;
- To study management method of micro-enterprises by rural women; and
- To learn method of encouraging women to be involved in rural communities development.

Course Participants

Twelve (12) rural women leaders of agricultural cooperatives were selected by ICA-AP from its member organizations for the Training Course - two each from Cambodia, China, India, Myanmar, Nepal and Vietnam. A list of participants is placed at Section-IX.

Training Program

The training program placed a strong emphasis on enhancing the participation of women in agricultural cooperatives which results in generating additional income for rural women. The day-to-day program of the Training Course, as followed, is placed at Section-X.

Home Country Assignments (HCAs)

The selected participants undertook their Home Country Assignments (HCAs) for a period of 5 days (15th to 19th August) prior to the actual commencement of the Training Course in Vietnam. They prepared: (i) **Country Reports**; and (ii) **Action Plans** for the development of their own organizations. The Action Plans prepared by the participants in their home countries were substantiated during study visits in Vietnam and Japan.

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

Part-I: Study Visits in Vietnam

A 10-day study visits program was held in Vietnam from **20th to 29th August** 2009 in collaboration with Vietnam Cooperative Alliance (VCA) – a member organization of ICA. The main subjects covered during study visits were: Voluntary associations in support of empowerment of rural women; Self-Help Groups as a sub-system of agricultural cooperatives; Micro-credit; Methods and Techniques of Marketing of Products; Methods used for generation of income and employment, etc.

Part-II: Training Course in Japan

Part-II of the Training Course including field study visits was held in Japan for 26 days (**30th August to 25th September** 2009). The program was conducted by and located at IDACA. Some of the key subjects covered at IDACA were:

- Presentation of Country Reports;
- Women's Associations and Japanese Agricultural Cooperatives;
- Organization and Business Development of Agricultural Coops in Japan;

- Rural women Enterprises in Japan and Involvement in Rural Communities Development;
- Safety of Farm Products and Increase of their Quality; and,
- Reporting, Evaluation and Country Action Plans.

Financial Support

The Ministry of Agriculture, Forestry and Fisheries [MAFF] of the Government of Japan contributed funds to the **4th** Training Course on “Promotion of Sustainable Enterprises for Rural Women” which was followed by a grant for its implementation. The ICA is highly appreciative of the contribution made and grateful to the Government of Japan for this gesture.

Acknowledgements

In the implementation of the **4th** Training Course, the ICA has received full support and cooperation from the Central Union of Agricultural Cooperatives (JA-ZENCHU), the International Cooperation Division of the Ministry of Agriculture, Forestry and Fisheries [MAFF] of the Government of Japan; the Institute for the Development of Agricultural Cooperation in Asia [IDACA] in Japan; Vietnam Cooperative Alliance (VCA) and other ICA Member-Organisations in the Region. The ICA is grateful to its member-organisations for their support.

Administrative Arrangements

Mr. K. Sethu Madhavan, Planning Officer/Program Coordinator, ICA-AP, was responsible for the conduct of the **4th** Training Course. The entire Training Course was coordinated and implemented by him for its full duration, under the direction of the ICA Regional Director for Asia and Pacific.

Part-II of the training program held in Japan at IDACA was conducted under the direction and guidance of Mr. Kenjiro Miyazaki, Managing Director of IDACA. Mr. Yukio Abe, Senior Coordinator was designated by the IDACA as the Course Coordinator for this part.

Summary of the Time Table

The following was the summary of the timetable:

Home Country Assignments (HCAs)	:	15th to 19th August 2009
Arrival of Participants in Hanoi	:	20th August
Part-I: Study Visits in Vietnam	:	21st to 29th August
Arrival of Participants in Tokyo	:	30th August
Part-II: Training Course in Japan	:	31st August to 24th September
Departure of Participants from Japan	:	25th September 2009

SECTION - II

Inauguration of Part-I of the Training Course in Vietnam

The inauguration of Part-I of the **4th** Training Course on “Promotion of Sustainable Enterprises for Rural Women” was held in the afternoon of 21st August 2009 at the premises of Vietnam Cooperative Alliance (VCA). The inaugural session was attended by Mr. Nguyen Xuan Hien, Vice President of VCA; Ms. Tran Thu Hang, Dy. Director, International Relations of VCA; Mr. K. Sethu Madhavan, Planning Officer/Program Coordinator of ICA-AP; and a number of VCA officers and staff.

Mr. **Nguyen Xuan Hien** welcomed the participants and the guests on behalf of VCA. He said that VCA has the honour to organise such an international training program in Vietnam. He said VCA is very much involved in the promotion of sustainable enterprises for rural women which is the theme of the training course. He further said that the cooperatives should be able to develop members to be the entrepreneurs which would reduce unemployment. Finally he wished the participants from six countries, namely, Cambodia, China, India, Myanmar, Nepal and Vietnam a comfortable stay and meaningful visits in Vietnam.

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

A power point presentation on (a) Cooperative Movement of Vietnam and (b) Vietnam Cooperative Alliance (VCA) was made by Ms. Nguyen Thi Thu Hao, Program Officer of VCA after the inauguration.

SECTION-III

Comparative Field Study Visits in Vietnam

The comparative field study visits were arranged from 24th to 28th August 2009 in and around Hanoi by the Vietnam of Cooperative Alliance (VCA).

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

Vietnam Cooperative Alliance (VCA)

The Vietnam Cooperative Alliance (VCA) is a social, economic organisation and an apex organisation of Vietnam Cooperative Movement. It is organised at the central and provincial levels. The co-operative enterprises at the primary level are affiliated to the district unions, which, in turn, federate into provincial unions. The cooperative alliance has been established in all 63 provinces and cities through Vietnam.

Up to 30th June 2009, there were 18,294 cooperatives and 50 unions of cooperatives of various types and forms of associations in the whole country, including 8,680 agricultural cooperatives, 901 trade and services cooperatives, 3,176 small industrial and handcraft cooperatives, 484 fishery cooperatives, 1,099 transportation cooperatives, 1,026 people's credit fund (credit cooperatives) and other types of cooperatives.

The National Representative Congress, the highest decision-making body of the VCA, meets every five years. The Congress elects the Central Executive Committee, responsible for managing the VCA, meets twice every year. The Central Executive Committee of the third congress currently has 115 members, including representatives from ministries, agencies, social-economic organisations, department directors, organisations, affiliates of VCA and representatives from cooperatives of all sectors.

Training of co-operative office-bearers and staff is partly carried out through training centres or programmes of provincial cooperative alliances and partly through the Vietnam Institute for Small Enterprise Cooperatives and the College of Management and Technology of the VCA. The Centre of Science, Technology and Environment (COSTE) belongs to VCA, is an organisation developing activities, programmes and development support project, which benefits cooperatives, small and medium-sized enterprises and household business in the fields of enterprises establishment, environment, energy efficiency, science and technology, information, agriculture and forestry, gender, trade etc.

Hop Luc Ceramic Cooperative

The Hop Luc Ceramic Cooperative was founded in 1978. Its head office is located at Bat Trang old village-Gia Lam District in Hanoi. The share capital of the cooperative is 4 billion VND. Per year production is 1 billion sets/pieces. The system of burning followed is gas kiln (16) and coal kiln (70). The main products are tea set, bowls and plate, arts vase, umbrella stand and all kinds of flower pots. The cooperative supply their products directly to the customers. The

members produce the goods in their homes and the cooperative helps them to market the products.

Hop Luc's arts ceramic products are sold in all parts of Vietnam and export to many countries in the world (USA, Netherlands, France, Germany, Malaysia, Japan, Korea and Taiwan) and customers like their products very well. The top most principle of the cooperative is prestige and quality control of their products. The cooperative meet the requirements of all customers. The customers are very happy with the quality, competitive prices, timely delivery of goods and neat procedure followed by the cooperative.

The cooperative had 200 members in 1978. However, at present it has got only 50 members. The decrease in membership was due to the withdrawal of Government subsidy in 1991. The turnover of the cooperative for the year 2008 was 2 billion VND and the profit was 200 million VND. The profit is low due to severe competition, small scale production and import from China. On an average a member earns around US\$ 100 per month. Few years ago, a member used to earn US\$ 150-200 per month. The management board of the cooperative consists of 5 persons including the Chairman.

Ngo Ha Inlay and Lacquer ware Handicraft Cooperative

Chuong Ngo Hamlet has been renowned for its traditional shell inlay and lacquer ware for centuries. In 1960, artisans set up the first cooperative and then merged with other nearby cooperatives in 1975. That grouping then broke into three new cooperatives again in 1980, one of which was Ngo Ha. Mrs. Nguyen Thi Vui was elected chairwoman of the cooperative and 90% of its original members were women. At the beginning, artisans began creating unique shell inlay and lacquer ware, including various models of altar, worship and interior decoration items, and furniture combining traditional techniques and modern ideas. Then, in 2003, to take better advantage of Vietnam's open-market reforms, Ngo Ha re-vamped its designs, investing nearly VND 500 million, some of it from loans, in new facilities, new painting and paint mixing equipment and polishing machines. The production volume increased with improved product quality while the production cost dropped.

Ngo Ha products are now well-known on the domestic market and in international markets thanks to its trademark and active participation in trade fairs and exhibitions. They have also received numerous awards. In 2006, workers and members of Ngo Ha were also awarded the Certificate of Merit by the Prime Minister of Vietnam.

By 2007, the cooperative had 36 members and 95% of them were women. Annual turnover was about VND 1.3 billion and average salary of members and workers was nearly VND 1.2 million per month. The expansion of the cooperative has created jobs for over 100 workers, 50% of whom are women, at an average salary of VND 800,000 per month for workers.

With the support of provincial and local authorities from 1990, the cooperative has now trained over 500 workers and disadvantaged youth, orphans and street children from other provinces. After a year of training, over 90% of the trainees enter the labour market at VND 350,000 to 1.5 million per month and after a few years some of them set up their own businesses. One trainee, Ms. Pham Thi Ut, is paralyzed yet she has successfully set up her own workshop.

The challenges of the cooperative are (a) Increasing cost of raw materials, resulting in production cost and retail price, and (b) Competition from other producers.

Ngo Ha now plans to invest in modern equipment, new designs, higher productivity and quality improvement. They will also participate more in national and international exhibitions to promote their products and seek new markets for export while also building new training rooms and

accommodation for the trainees and encouraging more disabled members of the community to join.

Van Phuc Silk Production Cooperative

Over the centuries, Van Phuc silk, made using traditional hand-weaving and hand-dyeing techniques, has captured the loyalties of customers across the country. Van Phuc Silk Cooperative was established in 1962 with more than 400 members and one workshop including 100 textile machines and more than 250 hand-loom in the village. At that time, the main activities of the cooperative were outwork for the State owned companies.

From 1990 to 1993, USSR and the socialist countries in Eastern Europe were collapsed, Van Phuc silk village lost the main export markets leading to production activities of Van Phuc silk cooperative also was reduced, and the life of members met a lot of difficulties. Facing this situation, the cooperative had decided to hand-over textile machines to its members who will produce silk at home. The cooperative only provides the following services to the member as: making design, receiving the orders, marketing the products of members, etc.

In 2004, the cooperative had a total of 850 members and produced more than 3 million meter silk cloth per year. The cooperative always improves the products and seek the customers by participating in the domestic and international trade fairs/exhibitions. Simultaneously, the cooperative also set up its own website to promote its products.

The cooperative sell 70 per cent of its products in domestic market and 30% is exported to other countries. The turnover of the cooperative for 2008 was 1 billion VND and the profit before tax was 300 million VND. Average income per member is 1 million VND per month. The board of management consists of 5 persons, all are women.

Phu Cat Blinds Making Cooperative

Phu Cat Blinds-making Cooperative was established in 1983 after the merger of a consumer goods cooperative and a small industry and handicraft cooperative. There were 25 members to start, with VND 160 million as share capital. Originally the cooperative was contracted by Viet Tri Commercial Company to make mosquito nets, towels, mats of sea grass, hanging blinds and decorative blinds for export and many products went to the former Soviet Union and Eastern Europe. But then these markets disappeared and Phu Cat nearly went bankrupt. Many other general trading companies, cooperative groups, merged cooperatives and joint ventures were ultimately dissolved. But the board of Phu Cat pooled their resources and transformed the company.

“One day I was in Hanoi and passed by Hang Manh Street. I met some Taiwanese businessmen visiting a handicraft shop” says Chairman Nguyen Ngoc Quynh. “They admired very much the bamboo and rattan blinds made in Vietnam and told me that these products could be exported to the Taiwanese market and that they were looking for Vietnamese partners.” He invited them to visit the Phu Cat and they signed a deal where the cooperative would lease 10 bamboo-crafting machines from Taiwan and would sell the products back to the company.

Fifty members and workers then went to mountainous Thanh Son to collect raw materials while managers went to Thanh Hoa to find artisans who could make bamboo blinds. For the first three years of the deal Phu Cat sold all of its products to the Taiwanese partners, earning over VND 3 billion. They then purchased 10 modern machines of their own to make wooden blinds.

Phu Cat created over 300 designs, expanding its market to the UK, India, Canada, Spain, Germany, Holland, France, Australia, Japan and Peru. The products for export are made of bamboo, slender bamboo, sea grass, rattan, wood and leaves, and turnover is about US\$ 1 million per year. They now have 50 members and 300 workers, 90% of whom are women, victims of Agent Orange, or people living with disabilities. Average monthly salary is over VND 1 million. The cooperative also trains workers and organizes vocational training for people living with disabilities and/or children and relatives of those affected by Agent Orange. After completion of training students are offered jobs in the cooperative. The next profit of the cooperative for the year 2008 was VND 300 million.

The challenges of the cooperative are (a) Small scale of production and small facilities reduce the potential for export, and (b) Need to increase capacity for members and staff and tap the creative resources of the whole organisation

Members say the cooperative will strive next to develop the scale of production of superior blinds and increase export countries to 15 in total to fully meet market demand. They will also invest VND 25 to 30 billion in expansion and seek an export turnover of US\$ 5 million by 2009. They plan to link the production of handicrafts with the promotion of tourism, festivals and traditional villages too, and develop more other activities in the cooperative. This will also include strengthening cooperation with international partners and organizations to invest in new technologies, training and environmental protection.

Phu Ninh Paper Production Cooperative

Phu Ninh Paper production cooperative was established on 7th February 2001 by almost laborers, who were unemployed. Then they decided to contribute the share capital to set up the cooperative with the aim of creating jobs for themselves. At the beginning, the cooperative was facing many difficulties as the cooperative officers did not have any experiences on business and production and the educational level of the laborers were low. Their products were new and unable to find out the markets which resulted in loss making.

At the General Meeting in 2003, the cooperative decided to joint-venture with the Khai Hoa Company Ltd (Taiwan) to establish the Khai Ninh joint-venture company. However, the new company had not effectively operated and was dissolved in 2006.

During that time, the Phu Ninh Paper Production Cooperative was lacking of capital for production because they had invested all their money in the dissolved company. With this challenge and with the sense of the solidarity and responsibility, the Board sent its technicians to buy machines and equipments on credit and ask the support of the vocational training center in the province to train the labourers, since that was the only way to solve the problems.

With the efforts, the cooperative has continuously completed its facilities and installed the equipments in September 2005 and started production. In the first three months, it produced 500 tons of paper with the turnover of 3 billion VND. The remaining of the production was for export. The living standards of its members and labourers have been improved. In 2006 the cooperative produced 2,700 tons of paper with the annual turnover of 11 billion VND and the turnover from the export was 320,000 USD, which created jobs for 200 laborers with the stable income of 1 million per person per month. Since then the cooperative paid the insurance premium of long-term contract workers and taxes. In 2007 the cooperative produced 5,400 tons of paper - an increase of 100% in comparison to 2006. The export reached 1 million USD and attracted 320 laborers with the average income of 1.2 million per person per month. In 2008 the cooperative stabilized its production volume and increased the production for export and created jobs for 400 labourers.

In 2009, the cooperative has installed 2 machines and 7 processing lines more with the production capacity of two times higher than in 2006, the export reached 2 millions USD per year. By 2010, the cooperative will try to make use of the full production capacity of the machines and equipments and 100 per cent of the products will be exported.

The board of management consists of 5 persons (3 women and 2 men). The chair of the cooperative is a woman. 80 per cent of the workers are female.

Provincial Cooperative Alliance-Bac Ninh

The Bac Ninh province is situated in north of Vietnam. The population of Bac Ninh province is about 1.024 million. The Provincial Cooperative Alliance (PCA) was established in 1960. All the cooperatives of Bac Ninh area are registered with the PCA. There are about 800 cooperatives in Ban Ninh province and majority of them are traditional cooperatives (agriculture-545, handicrafts-145, credit-24 and others-47). More than 20% of the population are covered by cooperatives.

The total membership of the cooperatives is around 201,000. There are two types of membership – (a) individual and (b) household. One member cannot take both types of membership. In handicraft and small industries cooperatives more women workers are employed. There is no discrimination between women and men labourers. At present there are more favourable policies from the Government for women labourers.

The strongest cooperatives are handicrafts, furniture, bronze items and paper products. Each cooperative has to pay 500,000 to 1 million VND per year as membership fee to the PCA. PCA also gets funds from the Government.

Embroidery Cooperative Group

The Embroidery Cooperative Group in Bac Ninh city was established in the year 2000 to give vocational training in embroidery for the women labourers in that area. It trains 100 women labourers in a batch. The duration of the training is eight months. The Unit belongs to the local authority (Peoples' Committee). The fund for the Unit is provided by the local authority. The training is provided free of charge. There are only two trainers including the manager and their salary is paid by the Peoples Committee.

During the training period the labourers are also paid some stipend. The labourers are paid according to the number of pictures prepared by them. Generally one labourer gets 150,000 VND per week. The products are sold in the open markets or in tourist sites. Many kinds of pictures are produced at this Unit. The turnover per month is 100 million VND.

SECTION - IV

Inauguration of Part-II of the Training Course in Japan

The Part-II of the Training Course was formally inaugurated on 31st August 2009 in the Conference Hall of IDACA by Mr. Yuichi Nakamura, Deputy Director, International Cooperation Division, International Affairs Department, Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan. Mr. Kenjiro Miyazaki, Managing Director of the Institute for Development of Agricultural Cooperation in Asia (IDACA) and Mr. K. Sethu Madhavan, Planning Officer/Program Coordinator, ICA-AP also addressed the inaugural session. Mr. Yukio Abe, Senior Coordinator and other senior officers of IDACA were also present.

Welcoming Mr. Nakamura, Mr. Miyazaki and other senior officers of IDACA, Mr. Sethu Madhavan congratulated the participants for successfully completing the Part-I of the training course held in Vietnam for 10 days. He conveyed the sincere gratitude of the ICA to MAFF, Government of Japan, for their valuable financial support for the development of women's activities in Asia. He mentioned about the longstanding collaboration between ICA, JA-ZENCHU and IDACA. He also spoke a few words about ICA.

In his brief inaugural speech, Mr. Nakamura welcomed the 12 participants of the training course from six countries, namely, Cambodia, China, India, Myanmar, Nepal and Vietnam to Japan and extended a warm welcome on behalf of MAFF. He said that MAFF is submitting a total ODA budget plan of 45 million dollars for next fiscal year to the Minister of Finance today and this includes this training course also. He hoped that this training course would build long lasting and good relationship between participating countries and Japan.

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

Mr. Miyazaki extended a hearty welcome to all the participants to Japan on behalf of IDACA. He expressed his thanks to Mr. Nakamura for attending the opening ceremony. He said that IDACA was established in 1963 with funds contributed by all Japanese agricultural cooperatives. More than **46** years history of IDACA, more than 5,300 participants, mainly from Asia, have been trained from 109 countries.

He mentioned that from 2006 onwards the training course has been designed to focus on Promotion of Sustainable Enterprises for Rural Women. He said that during the stay of the participants at IDACA, there would be exchange of experience and knowledge. He hoped that the participants would enjoy the life and living at IDACA. He advised the participants to take care of their health, especially due to the influenza A (H1N1) virus. He wished the participants a comfortable and fruitful stay at IDACA.

SECTION - V

Country Background Papers – A Summary of Country Reports

Cambodia

Some of the basic indicators of Cambodia are as follows: Population-14.6 million; Total land area-181,035 sq.km; Total cultivable land area-2.8 million hectares; Total irrigated land area-250,000 hectares; Per capita income-US\$ 270; Total number of cooperatives-115; Membership-6,000. The main agricultural products are: rice, cotton, tobacco, and livestock.

Cambodia is one of the small countries in South East Asia, located in the Southwestern part of the Indochina peninsula and lies between latitudes 100° and 150° north and longitudes 102° and 108° East. Cambodia covers a total land areas of 181,035 km² which water covers 4,520 km² and 176, 515 km² is covered by land. Among the total country land areas, forest accounts for 59%, agriculture is 21%, and the remaining 17% is covered by the shrubs, urban areas, wetland and rocks. To the west the country is bordered by Thailand, Laos to the north, to the east by Vietnam, and with the water of the Gulf of Siam off the southern beaches. Cambodia has a population of 14.6 million (51.5% female and 48.5% male), 24 provinces, 183 districts, 1,609 communes, and 13,306 villages. Phnom Penh is the main capital city of Cambodia.

Cambodia is an agrarian country where rural people's livelihood depends heavily on agriculture. 85 percent of the total population lives in rural areas. Among 85 percent of rural people, there are about 76 percent of people engaging in farming. Agriculture plays an important role in contributing to the national economy and employment. Although agriculture sector's contribution to Gross Domestic Product (GDP) declined from 40% to 28.5% in 2007 compared to the previous years, it is still the back bone of national economy and rural people's livelihood. Notably, other sectors such as industry and services increased their contribution to GDP significantly after the country changed its economic management system from centrally planned economy to free market economy.

Agriculture consists of certain major sectors including forestry, fisheries, crops, and livestock. 28.5% of Agriculture in National GDP to country economy, Crop, Livestock & Poultry, Fisheries, and Forestry shares its GDP at 14.3%, 4.4%, 7.3 % and 2.1% respectively in 2006. Geographically, Cambodia still has huge potential to improve agricultural production since Cambodia has productive natural bases such as tropical climate, vast cultivatable land, natural reservoirs, rivers, streams, and so on. A range of agro-ecological zones is suited to a wide variety of crops and livestock production, and those areas are rich in biological resources. In addition, Agricultural lands in the western part of country are rich in nutrients for rice crops. Those production areas used to produce rice which could support Cambodian population throughout the country and also exported rice to international market in 1960s.

Rice production and cultivated areas have increased significantly since the 1990s. The rice cultivated area was 1,855,560 hectares in 1993 and reached 2,585,905 million hectares in 2007. Rice production continued to increase steadily reaching the level of 6,727,127 million tons in 2007.

In relation to marketing system in Cambodia, there are certain marketing channels varying from place to place depending on their real situation. In the marketing process, there are numerous

key actors involved in the marketing process, such as input suppliers, producers, collectors/middlemen, wholesale markets, retailers and consumers. In the rural areas, some consigned assembles closely connected with a relatively large scale millers near production areas, small scale village assembles, commercial millers, custom millers, local assembles at the center/towns of major producing provinces, wholesaler, retailers ranging from modern types of super and hypermarket to small-scale crate grandma on the road side as well as peddlers. Notably, in general, the main problems for marketing issues in Cambodia consist of too many kinds of marketing middlemen who cannot efficiently perform their specialized activities due to a pettiness of business, limited financial resources, and low skills of specialization. Farmers/producers have little rights to negotiate with middleman due to narrow market competition opportunities. In many cases, farmers are considered as price takers.

Status of Women: Women in Cambodia play a very important role in both increasing of family and national economy. The Cambodian Constitution states that men and women are equal. The royal government of Cambodia is fully aware that women constitute the sustainable development of the country. The first Five-Year Socio-Economic Development Plan specifically recognizes the role women play and the contributions they make to the economic, social and political development in the country. The single most important long-term objective of the Government is poverty eradication. In this respect, investing in women is recognized as the most productive strategy in Cambodia.

Few households of women have access to modern agricultural implements, fertilizers, insecticides, pesticides, animal health vaccine, transport, or a farmer-centered extension system. The NGOs provide some skills training and market information. Women participate in almost all phases of agricultural production. There is no specific type of women cooperatives in Cambodia. However, people in rural areas of Cambodia formed five cooperatives. There are many women involved in all business activities in these five cooperatives.

The activities performed by rural women are: rice cultivation, crops cultivation, vegetable home gardening, silk production, animal husbandry, fish pound raising, and agro-marketing. Women work an average of 25 to 45 per cent more time than men do each day. Cambodian women effectively join into the formation of agricultural cooperatives through becoming board of directors and auditors. The ratio of women holding senior position in cooperatives is not less than 30%. However, at the national level only 10 out of 122 national assembly members are women.

In Cambodia, custom, illiteracy, limited mobility, division of labour and heavy domestic responsibilities restricts women's involvement in extension activities. While NGOs and international organizations have made strides incorporating women into training activities, national extension services still tend to have few female staff and low level of understanding about the role of women in agricultural development. Such new approaches to women's participation in regional reconstruction are being developed and tried. These include designing projects with specific emphasis on the involvement of women with flexible time table that can be adjusted as the requirements and constraints of women become more clearly understood. These approaches concentrate on practices which not only focus on gender, but also lead to some immediate and obvious benefit to women, perhaps reducing the risk of poverty or education of girls.

The Department of Agricultural Extension's organizational structure consists of Director, deputy director, office chiefs, vice office chief and ordinary officers. There are 6 offices including Administration, Planning and international cooperation, Farming system, Human Resource Development, Education & Media and Farmer Organization which belong to the Department of Agricultural Extension. Adding the mandates provided by the Cambodian Ministry of Agriculture, Forestry and Fisheries, the Department of Agricultural Extension has also been assigned one

more essential mandate to promote agricultural cooperatives in Cambodia. Up to now, there are 85 agricultural cooperatives established, and strengthened by the Department of Agricultural Extension and its line provincial and district agricultural extension offices. All the 85 Agricultural Cooperatives were registered and received legal recognition from legal competent authorities: Provincial Department of Agriculture and Ministry of Agriculture, Forestry and Fisheries.

Although the Cambodian Royal government is undertaking one village one product approach which adopt four principles: (1) Encouraging modes of production suited to village contexts and market needs, (2) Facilitation and encouraging in appropriate market identification, Financing, Technology Transfer and input supply, (3) Provision of human resource development and training in management and (4) Facilitating the creation of Agriculture cooperatives to enable stable and remunerative product prices to assist individual farmers, farmer groups, farmer associations and agricultural cooperative, they could not compete with specialized market agents deriving from their weak points.

China

Some of the basic indicators of China are as follows: Population-1.3 billion; Land Area-9.6 million sq. km; Cultivated land-123.5 million hectares; Per capita income-US\$ 700 (Yuan 5,460). The main agricultural products are: rice, wheat, corn, cotton, tobacco, tea, raw silk, vegetable oils, live hogs, and live poultry.

China is a country with a large population and less arable land. The country is administratively divided into 22 provinces, 5 autonomous regions, 4 municipalities and 2 special administrative regions. With only 7% of the world's cultivated land, China has to feed one-fifth of the world's population. Today, there are approximately 1.5 million all types of cooperatives in China, and the membership is approximately 200 million. There are three main cooperatives in China, the Supply and Marketing Cooperatives (SMCs), the Rural Credit Cooperatives, and the Handicraft Industry Cooperatives.

The Supply and Marketing Cooperatives (SMCs) in China are the important agricultural cooperatives. They are cooperatives economic organizations whose members are chiefly farmers. They consist of the All China Federation of Supply and Marketing Cooperatives (ACFSMC), 31 provincial, 336 prefecture, 2,370 county federations and 22,537 primary cooperatives, with a membership of 160 million farm households, 1.2 million employees and 289,000 business outlets. The ACFSMC is the largest cooperative in China, and the largest agriculture cooperative of China. It is the apex organization of the Supply and Marketing Cooperatives (SMCs) of the whole country. By the end of 2008, ACFSMC had realized a total purchase of 898.9 billion Yuan and consolidated profit of 11.24 billion Yuan. The grass root Supply and Marketing Cooperatives continued to improve their conditions and realized total sales of 231.8 billion Yuan. And there are 33,000 specialized cooperatives, 22,000 various trade associations, 113,000 multi-function cooperatives in China.

Status of Women: In China employed females now account for 44% of the total number of employees which is higher than the world rate of 34.5%. In the country side, women labourers made up half the rural force. The number of urban working women increased from 600,000 in 1949 to 56 million while their share of the country's total working population went up from 7.5 per cent to 38 per cent. Women account for more than half of all workers in agriculture, forestry, animal husbandry, fisheries and water conservancy. About 50-60 per cent of the total rural output value is generated by women. At present, rural China boasts more than 100 million workers in township businesses, and 40 million of them are women. They create about 65 per cent of the output value.

Quite a few women become leaders at different levels in township enterprises. There are 2,000 to 3,000 women directors and managers in such businesses in the provinces of Jiangsu, Guangdong, Anhui, Fujian and Henan. In addition, tens of thousands of women serve as the technical backbone in production at workshops.

The great role played by Chinese women in rural economic construction has won commendation from some international organisations. Rural women not only shoulder 40 to 60 per cent of the workload in the fields, but also 74 per cent of production tasks of township textile, clothing and embroidery enterprises. The embroidery articles they make are exported and earn for the country US\$ 2.5 million annually.

More than 5,800 mass women's organisations in China undertake to report women's views and their problems to the authorities and make suggestions on how to solve them. They are an important force in safeguarding the status of women. The biggest of these is the All China Women's Federation (ACWF) which comprises women from different ethnic groups and all walks of life.

Since 1989, the ACWF together with over 10 government departments has launched several campaigns for the betterment of women themselves. By the end of 1993, more than 120 million rural women had joined in and 90 million of them had received practical technical training. Another 10 million had learned to read and write, while 510,000 gained the title of agro-technician. In poverty-stricken areas, ethnic minority areas and border regions, 250 training classes have been held and 4,500 aid stations have been set up to help the impoverished. Now days, 80 per cent of the poor families covered by these stations have adequate food and clothing.

The All China Federation of Supply and Marketing Cooperatives (ACFSMC) is an organization combining the supply and marketing cooperatives throughout the country. It is the highest organ of administration of the SMCs. Its functions and tasks are to take charge of studying and formulating the development strategy and the development program for the nationwide SMCs and guide the development and reform of the SMCs throughout the country; to organize, coordinate and manage the business operation in the major means of agricultural production and farm and sideline products according to authorization by the government; to safeguard the right and the interests of the SMCs at all levels; to harmonize the relations between the cooperatives and other competent departments, guide the business activities of the SMCs throughout the country and promote the flow of goods between the cities and the countryside; to propagate and carry out the principles and policies concerning the rural economic formulated by the Party Central Committee and the State Council; and to participate in various activities of the International Cooperative Alliance on behalf of China's cooperatives. It has 16 subordinate enterprises, 8 science and research institutes and 7 institutions and 12 national level specialized associations. It has played an important role in encouraging farmers to participate in the market, promoting the industrialized management of agriculture, providing services to farmers and agricultural production. It constitutes a vital link between the government and farmers.

In recent years, following the rural economic reform, with agriculture entering into a new stage of development, a lot of specialized cooperatives have been constituted. They provided farmers with services before and after production, provided farmer members with such services as jointly purchasing inputs and selling agricultural products, most of the specialized cooperatives were set up under the basic principle of cooperatives. They are run under a constitution, with stockowners, and members of the management and supervision committees elected democratically. As the highest decision making organ, the cooperative membership meeting (or congress) deliberates on the annual work plans of the management and supervision committees. It decides on major issues like the surplus distribution scheme, the methods of loss remedies as well as the merger or dissolution of the cooperative. The elected council members are often the large pig-raisers, rural agents, and entrepreneurs playing the role of bringing along the cooperative members. Most of the specialized cooperatives concentrated on

planting, breeding and processing industries while involving transportation, storage and selling of the means of livelihood and production.

The National Cooperative Training Center of China which is also known as Beijing Business Management College belongs to ACFSMC and located in Beijing since 1983. The main activities of the Training Center are: (a) Disseminate information; (b) Provide consulting and support services necessary to the development of cooperatives; (c) Implement development programs for cooperatives assigned by the government; (d) Organize training activities for cooperative managers and staff; (e) Participate in formulating policy and legal framework related to the cooperative sector; and (f) Represent its members legally in internal and external relations. There are 128 employees working at the Training Center. By the end of 2008, the total number of staff trained in the ACFSMC was over 22,500. More than 8,000 of them got free training from the Training Center.

India

Some of the basic indicators of India are as follows: Population-1.13 billion; Land area-329 million ha; Cultivated area-193.03 million ha; Share of agriculture in GDP-25.57%; Average land holding-1.5 to 2 ha; Total number of cooperatives of all type-583,580; Membership-242,004 million; Per capita income-US\$ 343 per annum. The main agricultural products are: rice, wheat, maize, cotton, potato, pulse, jute, coffee, tea, rubber, sugarcane, oilseeds, etc.

India is basically an agriculture country where agriculture is livelihood for rural community. Although agriculture accounts for 22.7% of India's GDP, it employs 65% of its population. About 43% of India's geographical area is used for agricultural activities. Although it covers 2% of world land but it supplies food to 17% of world population. India now produces largest quantity of milk in the world registering annual growth rate of 3.8% while the country also accounts for 57% of the world's buffalo production.

Cooperative Movement in India has been acknowledged as an important instrument towards achieving the socio-economic transformation of the rural areas with special emphasis on poverty alleviation. This movement has covered 100% of villages and 71% of rural households and have developed about 549,119 cooperative societies with a membership of 229,510 million in various segments like credit and banking, marketing, fertilizers, dairy, agro-processing, sugar etc.

The Cooperative Movement in India is one of the oldest in the Region and the largest in the world in terms of number of members and cooperative institutions. Starting as a credit cooperative movement in 1904 has now expanded into the various fields of cooperation such as marketing, agro-processing, fertiliser production and supply, production of heavy machinery, housing, consumer, fisheries etc. Agriculture is the strongest segment of the cooperative sector.

Status of Women: The Constitution of India provides equal rights and privileges for men and women and makes special provisions for women to help them improve their status in society. In spite of these measures, women have bagged behind men in different spheres, especially in education. The female literacy rate has consistently been lower in rural as well as urban sectors. Women play an important role in agricultural production, animal husbandry and other related activities. They also spend almost 10-12 hours per day doing household chores. Large number of female labourers is engaged in plantation sector. About 54% of rural women and 26% of urban women are engaged in the plantation sector.

India has the world's largest number of professionally qualified women. It has more female doctors, surgeons, scientists and professors than the US. It has more working women than any other country in the world including surgeon and airline pilot to bus conductors and manual labourers. On average, women in India are socially, politically and economically weaker than men. Moves are underway to empower women. The most news making development was the introduction of Women's Bill in Parliament in late 1998. The Bill seeks to reserve 33% of seats in

Parliament to women. There is a National Human Rights Commission for women that handle all human rights violations against women. There is an entire ministry for women that formulates and implements policy for them. Year 2001 announced as 'Year for Empowerment of Women' gained overwhelming importance. In spite of the fact that women are increasingly associated with various socio-political-cultural activities, majority of them still live in precarious condition.

Indian population is 48.2% women. Sex ratio is 93 women to 100 men. Majority of women in India are illiterate with the literacy rate being as low as 28%. In rural area, agriculture and allied activities employ 89.5% of total female labour. Women have extensive workloads with dual responsibility for farm and household population. Women's work is getting harder and more time consuming due to ecological agricultural technologies and practices. Women play an active role in livestock production, forest resource use and fishery processing. Women contribute considerably to household income through farm and non-farm activities as well as landless agricultural labourers. It has high degree of inter-state and intra-state variations in gender roles in agriculture, environment and rural population. There are 24 important women's organisations in India.

The Self-Employed Women's Association (SEWA) is a major in the women cooperative sector in India. As on date the SEWA has more than 96 cooperatives with a total membership of 113,805.

The Cooperative Movement was introduced in India in 1904. Most of the cooperatives are vertically integrated through their respective specialised federations or unions at the district, state and national levels. Primary cooperatives are affiliated to the district level unions/federations, which, in turn, are federated into state level unions/federations. 17 national level specialised federations, 140 state level unions/federations, and 31 Multi-state Cooperative Societies are members of the National Cooperative Union of India (NCUI) which is the spokesman and umbrella organisation of the entire Cooperative Movement in the country. NCUI is also one of the members of the ICA. The objectives of NCUI are to promote and develop the cooperative movement in India, to educate, guide and assist the people in their efforts to build up and expand the cooperative sector and serve as an exponent of cooperative opinion in accordance with cooperative principles.

The working of NCUI reflects the democratic yearnings of the co-operators and the cooperative institutions involved in cooperative development. The membership of NCUI is broad-based comprising of cooperative institutions at national level, state level and multi-state cooperative societies representing all sectors of the Indian Cooperative Movement.

The supreme authority of NCUI vests with its General Body which meets once a year to decide the policy and programs for cooperative development and also elects the Governing Council of NCUI once for a period of five years. The Governing Council meets once in every quarter and functions through the Executive Committee and other functional committees. The President is the head of the organisation and is supported by the Chief Executive who operates through various functional divisions of the NCUI secretariat.

The Gujarat State Cooperative Union was registered on 19th April 1960. It acts as a State level cooperative organisation charged with the responsibility of growth and development of cooperatives in Gujarat through programs of cooperative education, training, publicity, and providing information and guidance. It functions through its own seven-storey complex in Ahmedabad city. It is a self-reliant Union running with the income from cooperative education fund. The Union reaches about 0.15 million people every year through training programs, field education projects, seminars, etc. It is a federal body of district cooperative unions. As on 31st March 2009, it has got 189 members.

The Indian Farm Forestry Development Cooperative Limited (IFFDC) was registered on 22nd October 1993 under Multi State Cooperative Societies Act-1984 and it was promoted by Indian Farmers Fertiliser Cooperative Limited (IFFCO). The objectives of IFFDC are (a) wasteland

development for ecological balance and general additional employment; (b) development of wasteland and rural community through integrated farming systems approach. People's involvement including women empowerment through cooperative self-help groups; and (c) to provide financial, technical and extension services to members. The mission of IFFDC is "to enhance the socio-economic status of the people through collective action by sustainable natural resources development. It is presently working in 13 States of India. It has achieved excellent results and has gone a long way in the community development field by mobilising more than 2,200 SHGs/CIG and user groups, federating these micro-institutions into self-sustaining cooperative societies and linking these CBOs with banks and financial institutions for production related loan.

Myanmar

Some of the basic indicators of Myanmar are as follows: Total population-57.5 million; Total land area-67.659 million ha; Share of agriculture to GDP: 36.6%; Total cultivable land-11.6 million ha; Average size of holding-5.8 acres; Total number of primary cooperatives-12,712; Total cooperative membership-2.2 million; Per Capita Income-US\$ 507. The main agricultural products are: paddy, sugarcane, long-staple cotton, maize, groundnut, sesame, sunflower, black gram, green gram and pigeon peas.

Agriculture plays a major role in the economy of Myanmar. In fact, it is the backbone of the Myanmar economy. The agriculture sector contributes 36.6 per cent of GDP; 13.3% of total export earnings; and employs 62 per cent of the labour force. The State has laid down (12) political, economic and social objectives and one of the major economic objectives is to base the all round development of the economy on agriculture.

Status of Women: Myanmar women enjoy equal rights with men in political, economic, administrative, judicial and social spheres. There is no discrimination between men and women. Husband and wife have equal property rights as they share the responsibility of their family, and son and daughter have equal status in the family. Women retain their maiden name after marriage. Widows and divorced women have the right to remarry.

Most of the rural women are engaged in farming and off-farm activities, such as, cotton ginning, weaving and bamboo weaving for baskets, trays, cheroot rolling, clay and glazed pots making and setting up grocery shops; and the processing of agricultural, horticultural and aqua-cultural products, such as, apple drying, wine making, citrus, juices, jams, fish chips, etc. There are also beautiful and unique traditional handicrafts activities by women.

The percentage of women members of Executive Committee is 15% for 12,712 societies. There are 200 women-headed, women chairperson societies. Board of members and employees of the all-women cooperative societies are all women. Women cooperative organizations are engaged in functions such as production of agricultural products, handicraft and other income generating activities, micro-financing and HIV/AIDS prevention and counseling activities.

The ratio of women holding senior positions in Departments under the Ministry of Cooperatives is nearly 50 per cent. The women are holding positions up to Director level and are also in all levels of the organization.

At present there are many women organizations in Myanmar promoting social welfare and community services. The prominent organizations are Myanmar Maternal and Child Welfare Association, Myanmar Women Entrepreneurs Association, Myanmar Women Sports Federation, Myanmar Women Affairs Federation, and Myanmar National committee for Women's Affairs.

These organizations are women NGOs functioning from the very top of the Government hierarchy down to the grass-roots levels with the consent and blessing of the State. In addition, there are 16 all women cooperative societies registered in Myanmar. They are engaged in activities such as child day care centre, micro-finance, women training, sales of clothes and apparels, preserved food, health care, HIV/AIDS prevention, care and counseling and the plantation of oil palm.

The Cooperative Movement in Myanmar was introduced in 1904 in accordance with the Indian Cooperative Societies' Act. The first agricultural credit cooperative was registered in January 1905. After independence in 1948, two cooperative laws were enacted in 1956 and 1970 respectively. The 1970 cooperative law was amended in December 1992 in line with the new market-oriented economic policies of the country. The new law promulgates a four-tier system, with the primaries at the grass root level, the syndicate at the secondary level; union at the tertiary level and the Central Cooperative Society [CCS] at the apex.

The CCS is the national spokesman organisation of the Cooperative Movement and has been a member of the ICA since 1993. The CCS has a total membership of 358 (20 unions and 338 federations). The CCS is engaged in business and cooperative promotional activities. It also carries out cooperative education and training activities in collaboration with the Department of Cooperative Development. The primaries are multipurpose in character and provide credit, input supply and marketing of member's produce in addition to allied services. Owning and operating processing facilities like rice mills, oil expellers, condensed milk manufacturing, salt plants, textile mills and other workshops, do value adding. Rice and rice products, beans and pulses, maize etc are exported and fertiliser, machineries and other consumer food etc. are imported.

It directly helps the cooperative farmer-members' societies by supplying inputs such as certified seeds, fertilizers, insecticides, pesticides and fungicides, loans, machineries and equipment and consumers' goods (palm oil). It issues dividend on share and rebate to the farmer-members annually. In the agriculture sector, production of agricultural cooperatives is being given special priority as the economy of Myanmar largely depends on the agricultural production which makes favourable impact on the development of national economy.

The Golden Plain Agricultural Products Cooperative Limited was established on 12th August 2004 with the objective of providing agriculture and livestock consultancy services and to produce various agriculture and livestock related value added products. Its first business launch was the production of water hyacinth furniture and home decoration items. Since inception it has provided a range of services to both local and international non-governmental organizations. Since December 2007, it has been a consultant to Food Security Working Group – network formed by 25 NGOs. Its reputation in community development activities is majoring on capacity building programs of agriculture, livestock and livelihood improvement sectors. Since 2005 it has conducted a total of 119 training programs which can be categories into seven types.

Nepal

Some of the basic indicators of Nepal are as follows: Total population-26.42 million; Total land area 14.7million ha; Total cultivable land 2.393 million ha; Per capita income US\$ 383; Total number of cooperatives 12,859; Total cooperative membership: 1.791 million. The main agricultural products are: paddy, maize, wheat, millet, tea, oilseeds, etc.

The country is divided into three regions – mountain, hill and plain terai. The mountain area covers 35% of the total area, hill covers 42% and the terai region covers 23%.

Nepal is a land locked country bounded on the north by China and on the south, east & west by India. The country has a total land area of 147,181 sq. kms. Hill ecological belt shares 61,345 sq. km of lands, which is approximately 42% of the total land area. Mountain belt reported the second largest land area of about 35% while Terai belt occupies the smallest area of 23% of the total land area of the country. Ecologically, the country is divided into three belts, namely, mountain belt, hill belt and terai belt, running east to west with a non-uniform width from north to south.

Administratively, the country is divided into 75 districts grouped into 5 development regions that cut across ecological belts. The mountain belt constitutes 16 districts, 39 districts in the middle comprise the hill belt and 20 districts compose the Terai belt.

65 per cent Nepalese are dependent on farming and it accounts for more than 32.5% of the GDP. Rice is the staple food in Nepal and around four million tons are produced annually. Other major crops are maize, wheat, millet and barley. Besides food grains, cash crops like sugarcane, oilseeds, tobacco, jute and tea are also cultivated in large quantities.

The Cooperative Movement of Nepal has dramatically changed after the enactment of Cooperative Act in 1992. However, the cooperatives have numerical growth and the performance is still poor.

Status of Women: Women constitute 51% of the total population of Nepal. Female literacy rate is 42.8%. The economic and social status of women is, however, very poor. They have limited access to education, health and other social services compared to men. Nepalese society, being a male dominated one, does not provide equal opportunities to women. They work for more than 16 hours a day, but their contribution to the economic is not recognized in the national revenue.

According to 2008 ESCAP report the life expectancy is 64 years, infant mortality is 48 per thousand live births, total fertility rate is 2 births per woman, illiteracy is 58% of population and the access to health care is about 10%. More than 71% of the total women are engaged in agricultural industries.

Women do not have decision-making power in their houses and society. To raise their living standards, no opportunities have been provided to them. So, they lack self-confidence to move forward in life and to do something on their own. They often are subject to domestic violence and even face sexual harassment.

In Nepal girl trafficking is a major social problem. They do not have the right to ancestral property in the real sense. For the development of a nation, there is the need for equal participation by women.

Recently the Ministry of Women and Social Welfare has been established to address the problems being faced by women. More than 60 women development branch offices have been working in different parts of Nepal. In addition, the following women organizations have been set up by women themselves: (a) Social Development Organizations; (b) Financial Institutions; (c) Political Organizations; (d) Mothers Groups; (e) Consumer Groups; and (f) Self-Help Development Cooperatives.

Among the 12,859 cooperatives registered in Nepal, 1,057 cooperatives are being run by only women and have nearly 33,000 women as board members, members and employees. However, only 5% women are in the leadership position. The government has launched various policies and programs for the development of women, but they have not been implemented in an efficient manner. They are just limited to the urban areas and do not reach rural areas.

membership-125,000; Per capita income-US\$ 648. The main agricultural products are: rice, sweet potatoes, pepper, coffee, tea, rubber and many kinds of fruits and marine products.

Vietnam is an agricultural country as the population living in the rural area accounts for about 70%, among this farmers account for 70%. The agricultural sector plays an important role in contributing to economic growth in Vietnam. Total land available for agriculture is 249,970 sq. km and accounted for 32% of the total national land fund, land holding-64% with a farm population of 70%.

In the year 2006, the average productivity of rice was 59.6 quintal per hectare – rice production reached 36.9 millions tons. Rice is the main product of Vietnamese agricultural sector followed by plants and cattle can be considered of high economic value. Other main crops include maize, sweet potatoes, cassava, potatoes, soybean, peanuts, rubber and fruits and vegetables, tea.

Status of Women: Vietnam population is still unbalanced with 52.5% female and 48.5% male. The long period of war and economic migration has produced a big ratio of death in adult men, especially in the age group of 35 to 64 in which there are 117 women per 100 men.

70% of the households earn their livelihood from agricultural production. 53% of the farming population is female and 73% of these women are employed in the agricultural sector. In addition, women are involved in trading the agricultural products in local markets and marketing cooperatives.

Women are involved in various kinds of agricultural production. In rice cultivation, women are increasingly involved in all stages due to lack of men labour. 65% of the forestry workers are women. Women are involved in daily feeding such as gathering grass and manure and feeding fish by rice barn. Mainly women are involved in small scale processing, fish sauce production and trading of fish. Women actively participate in raising cows, buffaloes, pig, poultry and goats. Livestock is a lucrative source of additional income for women.

In renovation trend, Vietnamese women have adapted to renewal of labour and jobs allocation, actively accessed to new jobs, improved labour skills, knowledge on production, management abilities, applied sciences and technologies and advance know-how to production.

In recent years, Vietnam has adopted many policies and progressive guidelines for women, such as reforms on thoughts or campaign for women, implement well legislations, equal on gender policies, improve and train professionals, increase education.

However, for renovation requirement of the country, to implement modernisation, industrialisation, women in rural areas who participate in agriculture have met a lot of obstructions. The health care for them has not been paid adequate attention. Women seldom have conditions to join technical training, and situation like 'female works – male studies' still exist. Moreover, women in rural areas usually do not understand their legislation right due to their low level of education and lack of information.

Vietnam Cooperative Economic Newspaper is the voice of the Vietnam Cooperative Movement with a view to propagating and protecting the rights and legitimate benefits of its members, reporting activities of the movement in the country and small and medium sized enterprises, fighting against corruption, promoting the socio-economic development especially in rural areas and raising up good examples of the cooperatives and SMEs.

The School of Management and Technology is located in Hanoi. It was established in 1978. On 30th August 1994 it was upgraded to School of Economics and Technology. It focussed on training accountants, technician of information technology, small and medium sized enterprise as well as workers for garment sectors. On 30th April 2005 the School was renamed as the School of Management and Technology. It is expected that it will provide training services at college level in the year 2010.

The Vietnam Cooperative Alliance (VCA) is a social, economic organisation and an apex organisation of Vietnam Cooperative Movement. It is organised at the central and provincial levels. The co-operative enterprises at the primary level are affiliated to the district unions, which, in turn, federate into provincial unions. The cooperative alliance has been established in all 63 provinces and cities through Vietnam.

Up to 30th June 2009, there were 18,294 cooperatives and 50 unions of cooperatives of various types and forms of associations in the whole country, including 8,680 agricultural cooperatives, 901 trade and services cooperatives, 3,176 small industrial and handicraft cooperatives, 484 fishery cooperatives, 1,099 transportation cooperatives, 1,026 people's credit fund (credit cooperatives) and other types of cooperatives.

The National Representative Congress, the highest decision-making body of the VCA, meets every five years. The Congress elects the Central Executive Committee, responsible for managing the VCA, meets twice every year. The Central Executive Committee of the third congress currently has 115 members, including representatives from ministries, agencies, social-economic organisations, department directors, organisations, affiliates of VCA and representatives from cooperatives of all sectors.

Training of co-operative office-bearers and staff is partly carried out through training centres or programmes of provincial cooperative alliances and partly through the Vietnam Institute for Small Enterprise Cooperatives and the College of Management and Technology of the VCA. The Centre of Science, Technology and Environment (COSTE) belongs to VCA, is an organisation developing activities, programmes and development support project, which benefits cooperatives, small and medium-sized enterprises and household business in the fields of enterprises establishment, environment, energy efficiency, science and technology, information, agriculture and forestry, gender, trade etc.



Opening ceremony at IDACA



Group photo of the participants



The participants at various study visits in Japan





Closing ceremony at IDACA and award of Certificates to the participants





Study visits in Vietnam



SECTION - VI

Comparative Field Study Visits in Japan

During Part-II of the Training Course in Japan, study visits were arranged in Saitama and Aomori Prefectures. The participants visited Saitama Prefecture from 10th to 11th September and Aomori Prefecture from 15th to 17th September to get them acquainted with the organizational structure and business activities of prefectural and primary level agricultural cooperatives, and also to observe the organization and functioning of women's associations. The participants visited the following institutions during their study visits.

Saitama Prefecture

JA Nansai

There are 21 JAs in Saitama Prefecture. The JA Nansai was established in April 1996 by amalgamating seven other JAs. Its total land area is 20,781 ha or 5% of the Prefectural land. The population in the area of operation is 590,000. It is an urbanized area with easy access to the metropolitan area within a distance of 50 km from Tokyo. Three railways are running through the operational area.

As on September 2009, the total number of members is 24,142 (10,924 regular members and 13,218 associate members). Rice (35%) and vegetables (40%) account for 75% of the agricultural production followed by fruits (14%) and flowers (4%). Pears, strawberry, cucumber, spinach, etc. are popularly grown in this area. 35% of the farmers bring their produce to the JA. It pays a dividend of 1% to the farmers on their share capital. It has got a total of 41 officials (6 full-time directors, 27 part-time directors and 8 part-time auditors). The total number of employees is 336.

The JA's business profit was 560 million yen in 2008. Its business results for the year 2008 was as follows: savings-240 billion yen; Loans-54 billion yen; mutual insurance-756 billion yen; purchasing business-4.7 billion yen; and marketing business-4.3 billion yen.

Komatsuna Leaves Farmer

Mr. Shimisu has got a total land area of 2.5 ha and he cultivates Komatsuna leaves throughout the year since 1979. He decided to grow this vegetable to ensure regular income and continue production through out the year. The komatsuna leaves are ready for harvesting within 30 days in summer. He has constructed five green houses. He has got six part-time workers and pays 800 yen per hour. He sells his produce to JA ZEN-NOH. His annual business turnover is around 50 million yen.

Lucora and Mizuna Leaves Farmer

Mr. Takahashi has got a total land area of 3 ha. He cultivates Lucora and Mizuna leaves since 2001 in 0.5 ha land. He embarked on this business succeeding his father who lived on rice cultivation. These leaves are mainly used for Italian food. These leaves are ready for harvesting

within 25 days and 35 days respectively in summer season. He employs part-time workers as per needs. He sells 60% of his produce directly to the restaurants and super markets and 40% to JA. His annual business turnover is around 25 million yen. The profit from leaves business is around 40 per cent. He also cultivates paddy in 2 ha land.

Kounosu Flower Center

Kounosu Flower Center was established in 2002. The Center has got a total area of 60,000 square meters. The constructed area is 20,000 square meter. The total cost of the Center including land was 4 billion yen which was shared by the governments, mainly the Kounosu City Government (52%) and JA (48%) taking on the so-called "third sector approach". The auctions are done by Kounosu Wholesale Company, while Kounosu Flower Center owns the facilities and is responsible for its maintenance. The latter gets rent fee from the former company. Mainly potted flowers are auctioned here and its ranking is number 3 in Japan in terms of business transaction. The Center is located in the flower producing area. The auction takes place on Mondays, Wednesdays and Fridays. Other days it accepts the delivery of flowers from farmers all over Japan.

The Center has got modern facilities for price negotiation. There are six screens for display of flowers and 300 seats equipped with computers for negotiation of prices. The entry to the auction room is restricted with identity card. 40% of the total flowers auctioned here are from Saitama Prefecture. One day 300,000 potted flowers are auctioned in this Center. At present, it is off-season. The best month for flowers is May – the month of "Mothers' Day". 10% is charged by the Center for using its facilities.

The business turnover of the Center for 2008 was 10 billion yen and the profit was 5 million yen. The Center has got a total of 120 employees.

Orchid Farmer

Mr. Hira has got a total land area of 5,000 square meters. He cultivates two kinds of orchid flowers since 1973. He decided to grow orchid flowers since it was considered a lucrative business at that time. Initially he had borrowed some money from the agriculture modernization fund to construct green houses. Due to global recession, the demand for orchid flowers is very low recently. The import of orchid flowers from Taiwan has also affected his business very badly. He has got eight part-time workers. He sells his flowers to wholesale markets in Tokyo. His annual business turnover in 1990s was 60 million yen. However, the income in 2008 dropped to only 40 million yen and there is currently little profit from the business. It was just break-even. Therefore, he is very much concerned about his future. His wife helps him to sustain his business in accounting and gets some money from him.

Tone Canal Project

The Tone Canal Project was launched in 1963, just prior to the Tokyo Olympics. It was part of a comprehensive development plan designed to better manage the water resources of the Tone River System in order to meet the quickly growing demand in Tokyo and other parts of the capital region.

The three main purposes of the Plan were: (a) to divert water for domestic and industrial use by dams constructed on the upper reaches of the Tone River and channel it through the Musashi canal and Ara river for use in Tokyo and Saitama Prefectures; (b) to provide irrigation water stably to 29,000 ha of land situated in the middle reaches of the Tone River system; and (c) to provide surplus water from the Tone river on an emergency and temporary basis for purging the Sumida river.

The Tone Diversion Weir was constructed in April 1968, enabling full-scale use of water for agricultural, domestic and industrial purposes. As of December 2003, a cumulative total of 66 billion cubic meters of water had been obtained through the Tone Diversion Weir. It provides domestic and industrial water for Tokyo and Saitama Prefectures and has contributed to supply stable irrigation water and modernize agriculture.

Earlier there was shortage of water in Tokyo, but now for many years the experience is that there is always excess water due to this System. It is the most technologically advanced irrigation system and fully automatically controlled by the control station. The water is further routed to the nearest distribution tanks for purification. The water coming from the household tap is so pure and can directly be used for drinking and consumption.

Aomori Prefecture

Aomori Prefecture is located in the Tohoku region. It is the northernmost Prefecture on the mainland of Honshu. The total land area is 9,607 square kilometers - 8th largest Prefecture in Japan. The total population of the Prefecture is 1.437 million - 28th largest Prefecture. The population density is 154 persons per square kilometer. This prefecture is highly dependent on agriculture.

Aomori city is the capital of Aomori Prefecture and has a population of 311,490. Government administrative organs and branch offices of major corporations are also based in Aomori city. The other main cities are Hachinohe and Hirosaki. Aomori Prefecture has a cool climate. Each season is distinct, allowing the natural beauty of the seasons to be enjoyed all year round. Aomori Prefecture has signed affiliation agreements with four regions world wide, with which it participates in a variety of different types of interchange, including educational, cultural, athletic and economic exchange.

Agriculture in Aomori Prefecture

Agriculture plays an important role in Aomori Prefecture. At present there are 15 JAs in Aomori Prefecture. In 2007 there were 29 JAs. The amalgamation has taken place rapidly in this Prefecture. In 2010 the number of JAs will be reduced to nine. All kinds of vegetables are grown in Aomori Prefecture in a balanced way. Total number of farm households was 51,000 in 2006. Number of those engaged in farming is 96,000 persons. The cultivated area is 158,000 ha (paddy-84,000 ha and upland-74,000 ha). The agricultural production turnover in 2006 was 290 billion yen – ranking 9th in Japan.

Yield of the main agricultural products are as follows: Rice-299,000 ton; Apples-440,000 ton; Garlic-14,000 ton; Burdock-41,000 ton and Chinese Yam-73,000 ton. In terms of yield, apple, garlic, burdock and Chinese yam rank number one in Japan. The ratio of agricultural production turnover for 2006 is as follows: rice-60.9 billion yen (21%); livestock-69.9 billion yen (24%); vegetables-66.7 billion yen (23%); fruits-88.3 billion yen (27%); and others-14.5 billion yen (5%).

The situation of utilisation of business per member for 2006 was as follows: savings-6.134 million yen; loans-1.944 million yen; mutual insurance-48.725 million; purchasing-839,000 yen; and marketing-1.602 million yen.

The number of regular members decreased to 76,000 in 2006 from 89,000 in 1995. Ratio of regular members whose ages are over 60 is 58% (those over 70 years old is 34%). Though the business is stagnant or on the decline, total business profit remained almost the same by reducing personnel expenses and administrative costs by way of amalgamation. This trend is applicable to all JAs in Japan.

Aomori Prefectural Union

The number of total membership in 2008 was 109,597 (down by 1.4% over previous year). The number of regular membership was 73,212 (down by 1.5% over previous year).

The business turnover of JAs in 2008 was as follows: savings-up by 0.9%; supply turnover-almost the same as previous year; sales turnover-down by 2%; mutual insurance-down by 3.5%; profit and loss-23 JAs registered surplus, while 6 JAs incurred loss. As a whole there was a surplus of 740 million yen. The ratio of owned capital against fixed assets was 87.6%.

The number of primary cooperatives in 2008 was 23 (credit-19, poultry-1, dairy-2, rural industry-1). There were two prefectural federations and two national federations. Thus, the total number of members was 27.

The Aomori Prefectural Union has got 12 officials (President-1, Vice President-1, Directors-5, Auditors-3, Advisors-2). It has got a total of 75 employees (male-64 and female-11) including secondment from other organizations and temporary staff.

The business activities of the Union are: (a) Promote local agriculture with full of vigor by fostering farm successors, promoting hamlet farm management with the establishment of comprehensive production areas; (b) Ensure proper management control and establish firm management bases; (c) Improve management of JAs through implementation of management consultation; (d) Evolve a campaign for the establishment of agricultural policy and realization of rich regional communities; (e) Foster personnel who are ready to shoulder organization, business and management of JAs; and (f) Audit of financial statements.

JA Hakkoda

The JA Hakkoda was established on 1st July 2000 after amalgamation of three other JAs. The financial position of the three JAs was not in good condition at that time. Further amalgamation is expected in the near future for effective competition. As of 2008, the total number of members was 2,863 (2,134 regular members and 729 associate members).

The JA has got a total of 15 officials (3 full-time directors, 8 part-time directors and 4 auditors). The total number of employees is 102 (general employees-84, farm advisors-15 and better living advisors-3).

The main commodities handled by the JA are rice, soy-bean, cereals, Chinese yam, garlic, carrot, tomato, cucumber, kidney beans, spinach, long onion, mushroom, strawberry, flowers, color flower, milk, beef cattle, calf, etc.

The JA has got the following commodity-wise groups and members: 265 paddy growers; 722 vegetable growers; 192 livestock promotion liaison council; 60 youth associations; 256 women's associations; 111 direct sale council; and 75 mutual aid groups. Each group is further subdivided into specialized groups.

The total share capital of the JA is 1.7 billion yen. The value of one unit share is 2,000 yen. The business results of the JA for the year 2008 were as follow: mutual insurance-131 billion yen; savings-15 billion yen; loans-4.8 billion yen; supply-2.7 billion yen; and sales-4.6 billion yen. The net surplus from these businesses was 57 million yen.

Other businesses of the JA are: agriculture warehousing, agro processing, guidance and utilization (country elevator, vegetable collection center, farm machinery bank).

JA Hakkoda Women's Association

The objectives of the JA Women's Association are: (a) Cooperate with each other to protect women's rights and improve social and economical status of rural women; (b) Promote participation of women in JA's activities so as to reflect the voices of women; and (c) Create comfortable local communities with affluence, keep close contact with each other and promote mutual help through cooperative activities involving women.

In order to ensure safe and reliable food and agriculture, they gather at JA and do their activities under the following principles: (a) Promote awareness of JA movement as their main purpose, participate actively in the management of JA and manage the organization independently with the members' consensus; (b) Try to create a livable community by fully understanding the objectives and principles of the organization; (c) Perform activities, purpose and needs by making good use of members' ability and sensibility; (d) Cope with social problems such as environmental problems and welfare for the aged to support the local community; and (e) Refrain from belonging to any political party.

The JA Hakkoda Women's Association has got 312 members and 2,134 regular farm households. The annual membership fee is 50 yen per person. For organizations the fee varies from 10,000 to 50,000 yen per year according to number of members. The JA also contributes some funds to the Women's Association annually. It promotes the 'Chisan-Chisho Campaign' (let's consume locally what's produced locally).

Apple Grading Centre

The Apple Grading Centre run by JA Tsugaru Hirosaki was established in 1995. It has got a total area of 34,547 square meters. The area for shipment and collection centre is 1,500 square meters. Total construction cost was 3.7 billion yen, 50% of which was subsidized by the governments. It has got a grading capacity of 4,000 boxes or 80 tons per day. It has got 130 temporary employees and two JA full-time employees. 3,000 apple growers bring their produce to the grading centres. The apples are graded according to size, first manually and then by automatic machine according to its size and sweetness. The JA has got a total of 7 grading centers (3 large and 4 small) in its area of operation. When the farmers bring their apples, oxygen is taken out from the apples so that its freshness can last up to six months. After that, the apples are stored in refrigerators. 250,000 boxes of 20 kilograms can be stored in 11 cold storages. Around 500 yen per box is charged by JA for using its facilities and transportation. Cooling storage is required to retain freshness of the product and realized a "cold chain system" for fresh product shipment, with air conditioned trucks. The annual turnover of the grading centre was 13 billion yen. The Centre generally works from 8 am to 5 pm.

Lake Ogawara Roadside Station

Roadside Stations (michi-no-eki) are facilities that provide a comfortable rest area for travelers and a variety of quality services by putting creative ideas from the local community into action. The first roadside station was registered in April 1993. At present there are more than 750 roadside stations registered in Japan.

Roadside stations fundamentally perform three basic functions. Firstly, they provide rest areas for people who are travelling by car, which include sanitary rest room facilities and parking at any time. Secondly, they serve as a source of local information for both travelers and local residents. Thirdly, they help local communities to cooperate with one another and also with outside communities. as a result, to deepen their development.

The main characteristics of roadside stations are: (a) attracting people; (b) creating employment and increasing income; (c) discovery of local resources and creation of added value; and (d) human resource development; and (e) empowerment of female farmers.

Lake Ogawara roadside station started functioning in 2003. It is owned by a company on a third sector formula basis with 60% share capital contributed by the governments and JA. It has got a direct sale shop with a restaurant. 130 farmers are registered with this Station. The farmers have to pay 10% for using the facilities of the roadside station. The annual turnover is 450 million yen. The working hours of the roadside station is from 9 am to 7 pm.

Chinese Yam Grading Centre

The Chinese Yam Grading Centre run by JA Hakkoda was established in 1995. The total area is about 1 ha including main office. The total construction cost of the grading centre was 100 million yen, of which 50% was subsidized by the governments. It has got 15 temporary employees. 130 Chinese yam growers bring their produce to the grading centre. The Chinese yam is graded according to size by automatic machine. Grading is done before cleaning. 100,000 containers of 20 kgs can be stored in 4 store houses. Chinese yam is cleaned automatically before shipment. The maximum capacity of cleaning is 10 tons per day. They ship the Chinese yam to all over Japan except Hokkaido Island through wholesale markets. The JA has got a total of 4 grading centers in its area of operation. 160 yen per 10 kg is charged by JA for using its facilities. Cooling storage is required to retain freshness of the product and realized a "cold chain system" for fresh product shipment, with air conditioned trucks.

Mr. E. Wada's Farmland

Mr. E. Wada has got a land area of 1 ha for vegetables cultivation and 2.7 ha for paddy cultivation. He has got 12 green houses in 0.2 ha. He got 50% subsidy from the government for constructing green houses. He started cultivation in green houses in 1969. The main vegetables grown are garlic, onion, spinach, Chinese cabbage, broccoli, ladies finger and asparagus. He also cultivates stock flower and bell flower. Most of the products are shipped to wholesale markets in Tokyo through JA. Some vegetables are sold to the roadside station. Due to severe cold, no cultivation is done in open area during winter season. He hires part-time workers according to needs. Mr. Wada and his wife are fully engaged in cultivation. The business turnover is 10 million yen and the profit is 3 million yen only. Cost of production is almost 70%. The parents are not sure whether their children will succeed farming.

Tomato Grading Centre

The Tomato Grading Centre run by JA Hakkoda was established in 1992. The total area is about 2 ha. 50% of the cost of the grading centre was subsidized by the governments. It has got 30 temporary employees. Farmers bring their tomatoes in the plastic containers of 15 kg. The details of the producer and the quality of tomatoes are recorded at the centre. According to size, the tomatoes are graded automatically and packed in 4 kg boxes. 100 tomato growers bring their produce to the grading centre. The tomatoes are graded according to size by automatic machine. The JA has got only 1 grading center in its area of operation. 200,000 boxes of 4 kilograms are shipped in a year. 80 yen per box is charged by JA for using its facilities. Cooling storage is required to retain freshness of the product and realized a "cold chain system" for fresh product shipment, with air conditioned trucks. Since JA has to pay

commissions at the wholesale markets in Tokyo, they are now more interested in selling tomatoes to direct sale shops and roadside stations.

Shichinohe Senior High School

Shichinohe Senior High School was established in 1925. It is a public school. There are seven agricultural schools in Aomori Prefecture and this is the smallest one. A total of 425 students are studying in this school. The course is for three years duration. The school has got 53 teachers. The school timing is 8.30 am to 3.30 pm. The tuition fee charged by the school is 9,800 yen per month excluding transport.

Five subjects are taught in this school – agriculture, social welfare, information technology, general subjects and natural science. In the first year, the subjects are common for all the students. The specialization starts from 2nd year onwards. It has got 3 laboratories for testing purposes.

The school has got a farm land of 12 ha for cultivation. It has also got milk processing, jam processing and sausage making units in this farm land. The total annual turnover is 4 million yen. Since the main purpose of agro-processing is to acquire technical skills, they do not make any profit from this business. Mainly the products are sold to roadside stations.

Last year they had 150 students in the 3rd year course. Out of that 19 went to university for higher studies; 16 went to junior college; 45 went to specialized schools; and 70 opted for employment.

SECTION - VII

Concluding Session of the Training Course in Japan

The concluding session of the Training Course was held at IDACA on 24th September 2009. The session was attended by Mr. Fuminori Miyatake, Deputy Director, International Cooperation Division, International Affairs Department, Ministry of Agriculture, Forestry and Fisheries (MAFF); Mr. Kenjiro Miyazaki, Managing Director of IDACA; Mr. K. Sethu Madhavan, Planning Officer/Program Coordinator, ICA – Asia and Pacific; and other senior officers of IDACA.

In his address, **Mr. Sethu Madhavan** congratulated the participants for their cooperation; and IDACA for the successful completion of the Training Course. He also expressed the gratitude and appreciation of the ICA to the Japanese Government, especially MAFF (Ministry of Agriculture, Forestry and Fisheries) for the financial support extended in the conduct of this Training Course. He hoped that the MAFF will continue to support this training course in the future also since this course was very relevant for the women leaders of agricultural cooperatives in Asia.

Addressing the session, **Mr. Miyatake** expressed hearty congratulations to the participants on successful completion of the training course. He further expressed his gratitude on behalf of MAFF to ICA-AP and IDACA for conducting the course successfully. He was happy to find the participants hale and hearty in spite of difficulties and different climate. He hoped that the experiences gained by the participants while in Vietnam and Japan would be useful upon their return to their home countries.

He further said "Today I reported this course as very successful, because you have overcome the various obstacles. I can see you had a better understanding about promoting agricultural business and acquired knowledge and know-how which would increase the income of rural women and raise their position in the agricultural sector. I sincerely believe you would be able to play a leading role in your organizations and countries with strong will. I hope this training course would develop your countries agricultural sector and build good relationship among participating countries including Japan."

Mr. Miyazaki expressed sincere gratitude to Mr. Miyatake the support of MAFF extended over the last 19 years. He thanked Mr. Miyatake for sparing his valuable time to attend the closing session. He extended congratulations to the participants on successful completion of the training course. He said that in IDACA part of the course, efforts were made to introduce the activities of JA group and the agricultural cooperative movement of Japan. He said that at the moment JA group is facing many difficult issues such as economic globalisation, WTO Negotiation, stagnant agriculture production and ageing of rural population.

He requested the participants to make use of their experiences gained in Vietnam and Japan to develop some institutional support for women and improve their rural life in their own countries. He wished the participants safe journey back home.

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

Ms. Aye Aye Nyein (Myanmar) spoke on behalf of all the participants. She expressed the participants' gratitude to the **ICA** and **IDACA** for organizing the training course from 20th August to 25th September 2009 in Vietnam and Japan. She specially thanked Mr. K. Sethu Madhvan of ICA-AP and Mr. Yukio Abe of IDACA for excellently handling the course. The participants felt that the training course was very relevant for the women leaders of agricultural cooperatives in Asia and hence it should be continued. She also expressed the greatest appreciation of the participants to the Ministry of Agriculture, Forestry and Fisheries (MAFF), Government of Japan for providing financial support for this Training Course. She hoped that the MAFF would continue to support this training program in the future also for the development of rural women in the developing countries.

She further said: "Our program schedule was very judiciously drawn up, keeping in view the different sectors of economic and business activities that we represent in our delegation. The whole program has broadened our vision and knowledge on cooperatives, rural women's activities and various businesses undertaken by women to generate sustainable income. Through our visit to the cooperatives and women's activities in Vietnam and Japan, we have learned and gathered very useful experiences that gave an impact not only to our life but also to others around us as well."

The participants left Japan for their home countries on 25th September 2009, after completion of the Training Course.

SECTION - VIII

Action Plans Proposed by the Participants

In view of the experience gained by the participants through class room lectures, field study visits in Vietnam and Japan, interaction among themselves, and based upon their own work environment, the participants were able to develop brief outlines of their Action Plans which they would recommend to their organisations after their return to their home countries. These plans were developed through holding group discussions and on the basis of their discussions with their seniors before joining the Training Course.

[1] CAMBODIA

The two participants were nominated by the Ministry of Agriculture, Forestry and Fisheries (MAFF). They proposed the following Action Plan.

Ms. Hou Sopor
Ms. Top Hoy Bonith

Objective: To improve technical skills on food processing for rural women community.

<i>What (Action)</i>	<i>When</i>	<i>How</i>	<i>Who</i>	<i>Why</i>
Preparation of document and materials.	1 st week of January 2010	Developing training modules on food processing.	Farmers' Organization Office (DAE).	To create tools for effective teaching/ learning process.
Conduct the training and demonstrations.	End of January 2010	Organize technical training courses.	Farmers' Organization Office (DAE).	To provide knowledge on food processing for rural women.
Report	End of March 2010	Follow-up procedures, monitoring and evaluation process.	Farmers' Organization Office (DAE).	To assess the impact of the training.

[2] CHINA

The two participants were nominated by the All China Federation of Supply and Marketing Cooperatives (ACFSMC). They proposed the following Action Plan.

Ms. Rong Zhao
Ms. Gong Lina

Objective: To promote the development of cooperatives and associations.

What (Action)	When	How	Who	Why
Share the experiences gained in Vietnam and Japan.	October 2009	Hold a topic meeting in which we will present our report.	Participants of the training course	To introduce the experiences gained in Vietnam and Japan.
Research on primary cooperatives.	December 2009	Conduct a survey in some primary coops and associations, acquire more information and make a work plan.	ACFSMC, SMC and NCTC	To analyze the actual status of cooperatives and associations and make a feasible plan.
Draw up the training plan for cooperative leaders.	January 2010	Select 60 leaders of primary cooperatives and associations to participate in this training course.	ACFSMC & NCTC	To enhance participants' capability in management and marketing.
Provide guidance and sum up advanced experiences.	2010	Keep in contact with participants' and provide better guidance to help them promote coop development and sum up the typical deeds.	ACFSMC, SMC and NCTC	To see the results, promote cooperative development and cultivate advanced models.
Promote advanced experiences in all the Supply and Marketing Cooperatives (SMCs).	December 2010	Report on Newspapers and magazines.	ACFSMC, SMC and NCTC	To propagate experiences and strengthen mutual development and learn timely the actual needs of rural women leaders and coops.
Make report on the status of above mentioned activities.	January 2011	Information	ACFSMC, NCTC, ICA-AP and IDACA.	To monitor and evaluate the action plan.

[3] IINDIA

The two participants were nominated by the National Cooperative Union of India (NCUI). They proposed the following Action Plan.

Ms. Santosh Choudhary

Objective: To promote various activities for cooperative members in enhancing their skills and knowledge.

What (Action)	When	How	Where	Why
Discussion on lessons learnt in the training course at Vietnam and Japan.	October 2009 onwards	Present a brief report to the staff and management.	IFFDC office.	For the proper feedback present during training to IFFDC management and staff about the knowledge gained on women activities in Vietnam and Japan.
Selection of different cooperatives for identification of members' problems and present needs.	November 2009 onwards	Randomly select different types of cooperatives/ Preparation of questionnaire for assessment of needs and problems.	Coop groups in our respective working areas in Rajasthan.	Finalization of coops to increase productivity and income, knowledge and skills of the members.
Organize sector-wise entrepreneurship and need-based development programs for coop members.	December 2009 onwards	Coordinate with other agencies regarding technical assistance and experience during the training.	Select different coops in Rajasthan.	Coop members are able to solve the problems at ground level, enhance members' skills and knowledge so that they will be able to increase produce and quality products.
Monitor and evaluate the programs.	April 2010 onwards	Use different tools like FGD and PRA method.	Select different coops in Rajasthan.	To get proper feedback from the members about the action plan.
Prepare regular update(s) on the status of above mentioned activities.	Quarterly	Through E-mail and documents.	ICA-AP/ IDACA and IFFDC Head Office	For monitoring and evaluation of the action plan.

Ms. Dipti V. Patel

Objective: To develop sustainable enterprise for rural women by enhancing their skills.

What (Action)	When	How	Where	Why
Discussion on lessons learnt in Vietnam and Japan.	October 2009	A meeting of selected leaders of the cooperative sector.	Participants of the training course.	To explain before the leaders of cooperative sector the developments in other countries.
Establishment of a core group to specify issues that affect the rural women entrepreneurship.	November 2009	Formation of the core group in consultation with the NCUI.	Gujarat State Coop Union and myself.	To gather details about bottlenecks on the way of women entrepreneurship.
Dialogue with experts working in the entrepreneurship activities and collect the information and strategy.	December 2009 to February 2010	Meetings, dialogues, sharing experiences, literature survey.	National level committee in charge of women affairs.	To have clear understanding of the bottlenecks of women more technically to focus on their solution in order to strengthen their enterprise.
Apply the findings to the sub-groups.	February to March 2010	Meeting of the women committee, groups and formation of the sub-groups.	Women committee, members of the core group and myself.	To decide the issues to be addressed in the first stage so that headway is attained in the direction of attainment of the goal – object-oriented approached to be applied.
Inter-action for establishing the sales shop in local area.	March 2010	Field work, surveys, appraisal and communication, presentation of the paper.	Core group members.	To address some important issues before starting the sales shop.
Establishment of the sales shop.	May 2010	Share collection from the interested women entrepreneur, support from the local and state governments.		In order to gather support and operate the sales shop.
Documentation of the experiences, lessons learnt and preparation of the future plan.	January 2011	By appointing the consultants, and reviewing at the state level committee.	Share holder and other support organizations.	To evaluate the strategy implemented so far and to improve it for better operation of the sales shop in the future.

[4] MYANMAR

The two participants were nominated by the Central Cooperative Society Limited (CCS). They proposed the following Action Plan.

Ms. May Thu Aung

Objective: To assist poor entrepreneurs with financial assistance for sustainable enterprises.

<i>What (Action)</i>	<i>When</i>	<i>How</i>	<i>Where</i>	<i>Why</i>
To provide financial assistance to poor entrepreneurial in suburban areas.	By the end of October 2009	By giving micro-credit loan of KS 30,000 for 60 days.	Bago Division in Thanepin Township, Bago Division (suburban area).	To provide the poor entrepreneur with financial resources.
To encourage people to make savings.	By the end of October 2009	Daily repayment which include principle, interest and savings.	Bago Division in Thanepin Township, Bago Division (suburban area).	To be in line with ICA-AP objectives in regard to MDGs reduction of poverty.
To promote sustainable entrepreneurial activities.	By the end of October 2009	Interest rate for loan is 3% and the savings by members get 1% interest.	Bago Division in Thanepin Township, Bago Division (suburban area).	To promote sustainable enterprises to people of suburban areas, especially women.

Ms. Aye Aye Nyein

Objective: To improve technical and social skills of rural women community.

What (Action)	When	How	Where	Why
Information sharing.	1 st week October 2009	By reporting the points learnt from the training course to the board of directors and sharing learning session with all the colleagues.	Golden Plain Agricultural Products Cooperative Limited.	To share experiences gained during the study visits.
Preparation of IEC materials.	October 2009	Developing training modules on income generating activities and sustainable enterprises for rural women.	Golden Plain Agricultural Products Cooperative Limited.	To create tools for effective teaching/ learning process.
Conduct educational trainings and demonstrations.	October-November 2009	Organize technical training courses in collaboration with government bodies and NGOs.	Concerned project sites.	To motivate by sharing experiences and knowledge on women activities in Vietnam and Japan and to apply accordingly in local region.
Conduct capacity building programs.	From October 2009 onwards	Encourage women beneficiaries to work in groups, express their needs, constraints, think for solutions, problem solving methods by their own decision.	Project sites	To upgrade social skills and decision making skills which are vital for set up and sustain their enterprises.

[5] NEPAL

The two participants were nominated by the National Cooperative Federation (NCF) of Nepal. They proposed the following Action Plan.

Ms. Rekha Aryal

Objective: To promote sustainable enterprises for rural women by enhancing their skills in different livelihood activities.

What (Action)	When	How	Who	Why
Meeting and experience sharing on Japan and Vietnam with other cooperative members.	October-December 2009	Meeting with the members.	Ms. Rekha Aryal, Secretary General.	Awareness among women members about Japanese women's activities.
Formation of women's group and introduction to different activities.	January 2010 onwards	Prepare a questionnaire	Wean Multipurpose Cooperative	Groups formed
Training and initiation of production activities.	March 2010	Provide practical training	Hired Trainers from Nepal.	Knowledge about different activities.
Start different business activities.	July 2010	Provision of loans to members.	Wean Multipurpose Cooperative	Mobilization of loan funds.
Establishment of market linkages.	October 2010	Find local and international market.	Wean Multipurpose Cooperative	Economic empowerment of women members.
Monitoring and evaluation.	November 2010	Communication	Wean Multipurpose Cooperative	Achievements, critical evaluation of activities in monthly, quarterly and yearly.

Ms. Urmila Pradhan (Shrestha)

Objective: To share and apply knowledge and experiences of Japanese agricultural cooperative activities to women entrepreneurs for their economic development.

<i>What (Action)</i>	<i>When</i>	<i>How</i>	<i>Where</i>	<i>Why</i>
Sharing of experiences about women activities in Vietnam and Japan.	1 st week of October 2009	By presenting the report.	DMCL office, Pachthar, Nepal.	To make women members aware about Japanese and Vietnam cooperative activities.
Interactions on women groups and introduce them to entrepreneurial activities.	November 2009	By presenting the women associations' activities of Japan, entrepreneurial group formation.	DMCL office, Pachthar, Nepal.	In order to encourage women cooperators to start income generating activities.
Provide small-scale business training to members.	December 2009 onwards	By contacting with the office of small scale and cottage industry.	Small-scale and cottage industry office.	To provide training and skill for enhancement of business.
Provide small-scale business loans to members.	December 2009 onwards	By adopting the necessary loan criteria.	DMCL office	To fulfill the loan necessity of the members.
Provide agricultural training to women.	January 2010	DMCL in association with agricultural development office.	District cooperative union	To inform and share the agricultural development activities to the women members.
Monitoring, evaluation and reporting.	April 2010	Visit to the enterprises of members by DMCL, NCF, ICA-AP and IDACA.	Pachthar, Phidim.	In order to inform the progress made so far and have feedback.

[6] VIETNAM

The two participants were nominated by the Vietnam Cooperative Alliance (VCA). They proposed the following Action Plan.

Ms. Pham Thi Thanh Binh
Ms. Hoang Bich Phuong

Objectives: (a) To provide consultancy to leaders of VCA in policy formulation and guidelines to cooperative alliances at lower level; and (b) To provide information and training activities to current and future staff of VCA at all levels and cooperative all over Vietnam.

What (Action)	When	How	Who	Why
From knowledge and experiences gained from Japan, make suggestions and consultancy to VCA on the topic "Research and Build Suitable and Effectively Operating Coop Models in Vietnam". This topic is urgent and given high priority by the Government especially in the current situation when many coops are not effectively operating and unable to compete with other economic sectors.	November-December 2009	Submit suggestions in a written form.	The leaders of Vietnam Cooperative Alliance (VCA).	This knowledge and experiences are very useful, highly feasible and suitable for cooperatives in Vietnam. It helps Vietnam's cooperatives to operate more effectively and efficiently.
Popularize information about the agriculture of Japan and the JA system, highlighting good sides of JA as well as challenges facing by JA, pointing out cooperation potentials in the agriculture field and cooperative movement development.	November 2009	Write an article and popularize it on the Vietnam Economic Cooperative Newspaper.	Distribute the information to cooperative alliances at all levels in Vietnam and all cooperatives all over Vietnam.	This information may help Vietnam cooperative sector to improve the operation of cooperatives towards sustainable development of cooperative sector.
Incorporate knowledge and experiences gained from the training course into the training materials about development of cooperative movements in the world at the College of Management and Technology.	2010	Make suggestions in written form to the Director of the College.	Distribute new knowledge about coop movement development in the world to the future staff of coops in Vietnam.	This knowledge is good for both future personnel career development of students and cooperatives development.

SECTION-IX
List of Participants

- CAMBODIA**
- 01 **Ms. Hou Sopor**
Vice Office Chief of HRD
Department of Agricultural Extension
Ministry of Agriculture, Forestry and Fisheries (MAFF)
#200 Preah Norodom Blvd
Tonle Basac, Chamkamorn
Phnom Penh, **Cambodia**
Phone/Fax: (855) 23210948
Email: housopor@yahoo.com
Nickname: **Por**
- 02 **Ms. Top Hoy Bonith**
Trainer, Farmer Organisation Office
Department of Agricultural Extension
Ministry of Agriculture, Forestry and Fisheries (MAFF)
#200 Preah Norodom Blvd
Tonle Basac, Chamkamorn
Phnom Penh, **Cambodia**
Phone/Fax: (855) 23210948
Email: ing.sina@gmail.com
Nickname: **Nith**
- CHINA**
- 03 **Ms. Rong Zhao**
Officer
All China Federation of Supply and Marketing Coops
45, Fu Xing Men Nei Street
Beijing-100801, China.
Phone: (86-10) 66050610
Fax: (86-10) 66050574
Email: zhaorong@chinacoop.gov.cn
Nickname: **Rose**
- 04 **Ms. Gong Lina**
Manager
ACFSMC Training Center
Room-213, 15 # Yuan
Zuo Jia Zhuang
Chao Yang District, China.
Phone: (86-10) 84485297
Fax: (86-10) 84485237
Email: glillian@hotmail.com
Nickname: **Lina**

- INDIA**
- 05 **Ms. Dipti Vijaybhai Patel**
 Chairperson, Women's Committee
 Gujarat State Cooperative Union
 4 Saumil Society, Drive-in Road
 Besides Himalaya Mall, Memnagar
 Ahmedabad-380052, **India**.
 Phone: (91-79) 27435211. Mobile: 91-9898002699
 Email: dipti2605@ymail.com
 Nickname: **Dipti**
- 06 **Ms. Santosh Choudhary**
 Senior Community Organiser
 Indian Farm Forestry Development Coop Ltd.
 401-402, Laxmi Bhawan, 72 Nehru Place
 New Delhi-110019, **India**.
 Phone: (91-11) 26481887. Mobile : 91-9414396801
 Fax: (91-11) 26446414
 Email: santoshiffdc@rediffmail.com
 Nickname: **Santosh**
- MYANMAR**
- 07 **Ms. Aye Aye Nyein**
 Section Head, Technology Support Section
 Golden Plain Agricultural Products Coop Ltd.
 No.10 (3-B), 163 Street
 Tarmwe Township, Yangon, Myanmar.
 Phone: (95-1) 547528
 Email: ayenyein49@gmail.com
 Nickname: **Aye Aye**
- 08 **Ms. May Thu Aung**
 Supervisor
 Central Cooperative Society Limited
 Sayasan Plaza
 Junction of Sayasan & New University Avenue Road
 Bahan Township, Yangon, Myanmar.
 Phone: (95-1) 557640
 Fax: (95-1) 553894
 Email: mamaythuaung09@gmail.com
 Nickname: **May Thu**
- NEPAL**
- 09 **Ms. Rekha Aryal**
 General Secretary
 Wean Multipurpose Cooperative Ltd.
 P.O. Box 9195
 Kathmandu, Nepal.
 Phone: (977-1) 5527829
 Fax: (977-1) 5544981
 Email: ssi@mail.com.np
 Nickname: **Rekha**

10 **Ms. Urmila Pradhan (Shrestha)**
Chairperson
Deaurali Multipurpose Cooperative Ltd.
Panchthar, Phidim-5, Nepal.
Phone: (977-24) 690280. Mobile : 977-974260182
Fax: (977-1) 520190
Email: pcci@net.com.np
Nickname: **Urmila**

VIETNAM

11 **Ms. Pham Thi Thanh Binh**
Teacher of Economic Management
College of Management and Technology
Duong Xa Commune, Gia Lam District
Hanoi, Vietnam.
Phone: (84-4) 36789154
Fax: (84-4) 38276433
Email: phamthithanhbinh18@gmail.com
Nickname: **Binh**

12 **Ms. Hoang Bich Phuong**
Chief Accountant
Vietnam Economic Cooperative Newspaper
77 Nguyen Thai Hoc
Hanoi, Vietnam.
Phone: (84-4) 38236175
Fax: (84-4) 38230554
Email: hoang.hanhphuong.vn@gmail.com
Nickname: **Phuong**

ICA-AP

Mr. K. Sethu Madhavan
Planning Officer/Program Coordinator
International Cooperative Alliance – Asia and Pacific
9 Aradhana Enclave, R.K. Puram, Sector-13
New Delhi-110016, India.
Phone : (91-11) 26888250
Fax: (91-11) 26888067 & 26888241
Email: sethu@icaroap.coop
Nickname: **Sethu**

SECTION-X

Program of the Training Course

20th Aug, 2009		Arrival of participants in Hanoi
21st Aug.	FN	Orientation/Briefing of the Program at Hatol
	AN	Opening Ceremony at VCA.
22nd /23rd Aug.		Sat/Sun: Visit to Sapa Mountain
24th Aug.		Visit to Hop Luc Ceramic Cooperative in Bat Trang Village.
25th Aug.	FN	Visit to Ngo Ha Handicraft Cooperative.
	AN	Visit to Van Phuc Silk Production Cooperative.
26th Aug.		Visit to Phu Cat Blind Weaving Cooperative.
27th Aug.		Visit to Phu Ninh Paper Production Cooperative.
28th Aug.	FN	Visit to Provincial Cooperative Alliance (PCA) Visit to Embroidery Cooperative in Bac Ninh City.
	AN	Sight-seeing in Hanoi
29th Aug.		Saturday: Free
30th Aug.		Departure for Tokyo Arrival of participants at IDACA
31st Aug.	FN	Orientation and Opening Ceremony
	AN	Japanese Society, Economy and Culture by Ms. Eiko Oshita, Program Coordinator, IDACA.
1st Sept.	FN	History and Present Situation of Japanese Agriculture by Mr. Toru Nakashima, Dy. Manager, (Training Department), IDACA.
	AN	Outline of Agricultural Cooperatives in Japan by Mr. Toru Nakashima Dy. Manager, (Training Department), IDACA.
2nd Sept.		Visit to JA Hadano and its facilities. Day care centre, Direct sales shop, Funeral ceremony hall, Groundnut processing centre, Noodle making unit and Blue berry jam and cake.

3rd Sept.		Organisational Management of JA Hadano by Mr. Shigeo Furuya, President, JA Hadano.
4th Sept.		Visit to ASEAN Plaza and JA-ZENCHU (Activities about JA Women's Association by Ms. Yoko Noguchi, Life and Living Activities Promotion Department of JA-ZENCHU).
5th Sept.		Saturday: Sight-seeing in Tokyo
6th Sept.		Sunday: Free
7th Sept.		Presentation of Country Reports by participants
8th Sept.		Ways to Motivate Rural Women to Start Business and Food Education Activities in Japan by Ms. Kazuko Kano, JICA/PPSEAWA (Pan-Pacific and South-East Asia Women's Association of Japan).
9th Sept.		Assertive Training for Smooth Human Communication by Ms. Shiomi Morita President, Assertive Japan.
10th Sept.	FN AN	Visit to JA Nansai in Saitama Prefecture Visit to Vegetable Growing Farms and Exchange meeting with the local Women's Group.
11th Sept.	FN AN	Visit to Kounosu Flower Center and Orchid Growing Farm. Visit to Tone Canal Project
12th Sept.		Saturday: Free
13th Sept.		Sunday: Free
14th Sept.		Move to Aomori Prefecture
15th Sept.	FN AN	Visit to JA Aomori Prefectural Union. Observation of apple grading centre run by JA Tsugaru Hirosaki.
16th Sept.	FN AN	Visit to JA Hakkoda Observation of long yam grading centre. Observation of processing activities of roadside station – the lake Ogawara. Visit to Mr. E. Wada's farmland and vegetable greenhouse. Exchange meeting with members of JA Hakkoda women's Association.
17th Sept.	FN AN	Observation of JA Hakkoda's tomato grading centre. Visit to Aomori Prefectural Shichinohe Senior High School. Sight-seeing of the Lake Towada.
18th Sept.	FN	Move to Tokyo.
19th Sept.		Saturday: Free

20th Sept.	Sunday: Free
21st Sept.	Development of Rural Women Entrepreneurship in Japan by Ms. Hitomi Tomizawa, Gender and Community Development Expert, Rural Women Empowerment and Life Improvement Association (WELI).
22nd Sept.	Preparation of Report/Action Plans
23rd Sept.	Presentation of Report/Action Plans
24th Sept.	FN Evaluation/Closing Ceremony AN Preparation for departure
25th Sept.	Departure of Participants from Japan

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

ICA Co-operative Identity Statement

DEFINITION

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

VALUES

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

PRINCIPLES

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

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

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

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

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

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

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

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

ICA Library



ICA 02483