First ICA/Japan Training Course for Rural Women Leaders of Agricultural Cooperatives in Asia

TOKYO, JAPAN

August 21 - September 14, 1991

R E P O R T
TO THE
GOVERNMENT OF JAPAN



By
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Project Director

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January 1992 (500)

Our Cover: Participants of the Training Course attending a

Kimono dressing class held by Women's Association of the Inami Agricultural Cooperative.

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REPORT
Submitted to the
GOVERNMENT OF JAPAN

by

M.V.Madane
Project Director

Funded by:
The Government of Japan



Executed By:

International Cooperative Alliance



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FIRST ICA/JAPAN TRAINING COURSE FOR RURAL WOMEN LEADERS OF AGRICULTURAL COOPERATIVES IN ASIA

TOKYO, JAPAN

AUGUST 21 - SEPTEMBER 14, 1991

1. INTRODUCTION

Following the successful implementation of the ICA/Japan Management Training Project for Agricultural Cooperatives in Asia for five years and as a result of further negotiations between the Central Union of Agricultural Cooperatives in Japan (CUAC) and the Ministry of Agriculture, Forestry and Fisheries (MAFF) of the Government of Japan, a new agreement was signed in July 1991 between the International Cooperative Alliance and the MAFF for a one-year Training Project for Leaders of Rural Women in Asia. The Project is expected to continue for a period of five years.

In accordance with this agreement, ICA launched in July 1991 the Project for Training of Rural Women in Asia. The Plan of Implementation for this project included a four-week Training Course for Women Leaders of Agricultural Cooperatives at the Institute for the Development of Agricultural Cooperation in Asia (IDACA) in Japan. Consequently, ICA Regional Office for Asia and the Pacific (ICA ROAP) signed an agreement with IDACA for conducting this four-week training programme in August/September 1991.

The Training Course for Rural Women Leaders of Agricultural Cooperatives in Asia was held at the IDACA from 21st August to 14th September 1991 in which six participants, two each from Indonesia, the Philippines and Thailand participated.

The training course in IDACA was organised with active collaboration of the CUAC and the Women's Associations of Agricultural Cooperatives (WAAC) in Japan.

The training course was inaugurated in IDACA on 22nd August 1991 and concluded at the same place on 13th September 1991. At the beginning the programme participants reviewed the activities of women in the agricultural cooperative movements in their respective countries. This was followed by a series of lectures on agricultural cooperatives in Japan and on the role of women's associations of agricultural cooperatives at national, prefectural and primary levels. The participants also visited Toyoma Prefecture to observe the activities of agricultural cooperatives and participated in some of the better-living activities. After returning to Tokyo, the participants presented reports on their impressions on the women's activities and made useful suggestions for future programmes.

For conducting the training programme in IDACA, very careful preparations were made by the IDACA staff and necessary documentation was prepared with meticulous care. Leaders of Women's Associations of Agricultural Cooperatives also contributed a great deal in preparing the documentation and in acting as resource persons in IDACA for giving lectures and in conducting discussions with the participants. The Central Union of Agricultural Cooperatives of Japan played a leading role in getting the project approved by the MAFF and in conducting negotiations with ICA for making the Project a reality.

In conducting the first year project activity, I received full cooperation from the officials of the Ministry of Agriculture, Forestry and Fisheries of the Government of Japan; the International Department of the Central Union of Agricultural Cooperatives of Japan; the Women's Associations of Agricultural Cooperatives in Japan, the Managing Director and staff of the Institute for the Development of Agricultural Cooperation in Asia and from my colleagues in the ICA, both at the Head Office in Geneva and in the Regional Office for Asia and the Pacific in New Delhi. For all their cooperation, assistance and

understanding I would like to place on record my grateful thanks to every one of them who have contributed to the success of this programme.

I have great pleasure in presenting to the Ministry of Agriculture, Forestry and Fisheries, Government of Japan, this report of the First ICA/Japan Training Course for Rural Women Leaders of Agricultural Cooperatives in Asia.

M.V.Madane

January 1992

Project Director

REPORT

2. PROJECT OBJECTIVES

The development and immediate objectives of the Project are as follows:

Development Objective:

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

Immediate Objectives:

- 2.1 To provide opportunities for the development of leadership among rural women through training,
- 2.2 to provide encouragement for creating for them income generating activities; and
- 2.3 to assist in the formulation of rural development projects for women's participation.

3. IMPLEMENTATION

3. To attain these objectives, the ICA formulated the following programme for implementing the project during the year 1991/92.

3.1 Planning and Selection of Participants:

The first phase of the Project was devoted to the planning of the programme for training in collaboration with the Central Union of Agricultural Cooperatives of Japan (CUAC); the Institute for the Development of Agricultural Cooperation in Asia (IDACA) and the Women's Associations of Agricultural Cooperatives in Japan.

Three countries, namely Indonesia, the Philippines and Thailand were selected for nominating six women leaders for this year's training programme in IDACA.

The letters of invitations were sent to these countries by the ICA ROAP in June 1991 and selection was completed in August 1991. A list of the selected candidates is enclosed (Appendix No.l).

3.2 The Second Phase of the Programme:

A one month long training course was conducted in IDACA in collaboration with and active participation of the Women's Associations of Agricultural Cooperatives in Japan.

The detailed Programme for the training course is enclosed as Appendix No. 2.

3.3 Project Follow-up:

The third phase, now in progress, is being devoted to the follow-up activities in the three countries for encouraging the past-participants to undertake follow-up activities and initiate projects for greater participation of women in economic and social activities of their agricultural cooperatives.

4. TRAINING COURSE IN IDACA

The selected participants arrived in Tokyo on 21st August 1991 and reached IDACA the same day. Residential accommodation was provided to them in the IDACA hostel. The Opening Ceremony of the training course took place on 22nd August 1991. Representatives of the Central Union of Agricultural Cooperatives (CUAC); the Ministry of Agriculture, Forestry and Fisheries (MAFF) and the Managing Director of IDACA addressed the inaugural session.

4.1 COUNTRY REPORTS:

After the inaugural session, half a day was provided for presentation of country reports on agricultural cooperatives and the women's cooperative activities in the three countries from which the participants were invited. Some of the highlights of the country reports are as follows:

4.1.1 Indonesia

The activities for women's participation in cooperatives are conducted by BKWK which is attached to the Dewan Koperasi Indonesia (DEKOPIN). BKWK operates through its provincial and district level branches. The programme objectives of BKWK are as follows:

- i. The establishment of the national goal of a just and prosperous society through an economic system, based on the democratic principle of Panchashila.
- ii. The improved involvement and participation of women in the field of cooperatives.
- iii. Increased guidance towards women cooperators and leaders who can motivate other women in improving cooperative awareness and business activities.
- iv. Increased productivity of female workers and increased job opportunities for women who are trying to raise their family incomes.

For achieving these objectives, BKWK conducts a variety of

programmes for promoting cooperative organisations, for developing economic activities, for providing training and education to members and staff and for conducting research for cooperative development. Many of the educational activities centre around cooperative business and management. The focal point of all these programmes is the women's role in cooperative development. Hence, gender issues are receiving greater attention in formulating the training and development activities. Recently, a programme assisted by the Canadian Cooperative Association (CCA) has been launched "for the improvement of capability of women cooperators" and for providing them income-generating activities through pilot projects and training.

Following steps are taken by BKWK while designing training programmes and follow up activity.

- a) Identify target groups: These groups are formed out of women engaged in various activities such as silk-worm breeding, savings campaigns, family planning and educational activities.
- b) Prepare programme design keeping in mind the tasks to be performed by the members for selected projects.
- c) Train the trainers in order to improve their capabilities for training the target group members in the respective areas.
- d) Make arrangements for giving loans for selected project work at concessional rate of interest, so that the women members could increase their incomes.

Village Unit (KUD) Activities:

Each KUD in Java has a separate unit for women's cooperative. A total of 16 such women's cooperative units are functioning in 30 districts. Their membership is 54,104. These units work in close collaboration with business units of the KUD for conducting training programmes for rural women. Funds at concessional rate of interest are channelled through these units as they are in touch with the local cooperative bank. The credit for income-generating activities is given to the women's group in

each area and through the group to the members.

Apart from training the women, cooperatives take active part in savings campaigns, in catering and in running department stores. The home industries promoted by them are: embroidery, coco-sugar products, preparation of traditional sweets and poultry farming. They also promote kitchen gardening and assist in paddy and fish farming. The social work is undertaken to promote fraternity among members, for providing medical aid and imparting training for leading a better life. Joint cooking classes are conducted and beauty care guidance is provided. Family planning gets a priority in these programmes. Entertainment and competition among members are encouraged in all the programmes.

Problems:

Some of the problems faced by women's cooperatives and their leaders in Indonesia are:

- a) Low level of literacy among members,
- b) Emphasis for training in business activities is not in accordance with member needs.
- c) Lack of funds and facilities,
- d) Inadequacy of time and personnel,
- e) Lack of awareness among women regarding cooperative activity.
- f) Lack of self-confidence
- g) Lack of policy and programme support for women's participation.

4.1.2 Philippines

The women in the Philippines are very active in almost all spheres of socio-economic life and contribute greatly to the development process in general. As regards participation in the cooperatives, women leaders are quite active in meetings and in their day to day management. For example in Mindanao two city

cooperatives have elected women presidents. Several other cooperatives have women as their managers. Women members are also very active in cooperatively organised programmes. The Cooperative Union of the Philippines (CUP) which is the umbrella organisation of all types of cooperatives, has taken several steps to bring about greater participation of women in cooperatives at different levels.

The inhibiting factors are the customs and traditions in the villages and age-old prejudices of men against women's role in public institutions. CUP is therefore making serious efforts to educate women in cooperative principles and management. Recently the government has passed new legislation which among other things, makes it obligatory for the Land Bank of the Philippines to channel loans to farmers only through the cooperative organisation.

The Cooperative Development Authority (CDA) which is the government agency for cooperative registration and supervision, is headed by a woman leader.

Activities at Primary Level:

The country report presented by the Filipino participants included activities of the Danapra Development Cooperative Inc. Established in March 1985, with 28 members, it has now 95 million pesos worth of assets and 500 producer members.

The main objective of the cooperative is to improve the standard of living of its members through increased productivity, by introducing new technology and by creating new job opportunities.

To achieve above activities, intensive training programmes are organised. Efforts are also made to train the trainers at technical institutions.

Campaigns are launched to promote savings among rural women.

Problems faced by the Cooperative:

a) Lack of financial support for housing projects.



At Oki Hamlet -- attending the meeting of Women's Association.



With the host family -- sharing living experiences.



Cooking School - with the members of Women's Association



Participants visiting the Inami Primary Agricultural Cooperative

- b) Lack of qualified personnel for management.
- c) Absence of infra-structure for grading and processing farm products.
- d) No government support.
- e) Lack of expertise and the necessary facilities for various exportable products.

Serious efforts are being made by the cooperative to train the members in order to overcome these difficulties. Also the cooperative is planning to intensify its savings campaign and promoting construction of housing for members.

4.1.3 Thailand

Thailand is basically an agricultural country despite the recent trends in modernizing the industry and the facilities around urban centres.

Agricultural cooperatives are the most common form of cooperative organisation in Thailand. There are nearly 1475 agricultural cooperatives mostly multipurpose in character. Together they have 1,054,133 members. Apart from the basic grain crops, they handle livestock, fruits, vegetables, cut flowers and silkworm rearing. Because of the policy of amalgamation followed by the government the present size of the cooperatives, mostly at the district level, is suitable for viable economic activity. Gradually these cooperatives are increasing their membership coverage and expanding their processing and marketing activities to bring greater returns to the farmer members.

Women play a very prominent role in cooperative functioning and administration in Thailand. Many of the cooperatives have activities for increasing the income of farm households. The activities in which women participate are: handicrafts, silkworm rearing, traditional handloom cloth making, tailoring, beauty parlours and preparation of food items. Plans are also under way to produce decorations required for weddings and funerals.

Women have a big share in the day to day management of

agricultural cooperatives as over fifty per cent management staff of these cooperatives are women. Most of the cooperatives with women managers have a good record of management and in financial matters.

Problems:

a) The major problems in creating and operating income generating projects for women are lack of funds, the inability of the economically backward women member to contribute to this project, and the lack of adequate facilities to conduct training programmes for the women willing to participate in cooperative activity.

4.1.4 General

In general women's participation in cooperative activity in the three countries viz. Indonesia, the Philippines and Thailand, is mostly on an ad-hoc basis depending upon local initiative, availability of resources and leadership in the respective areas. All the three countries do not have an organisation which could plan and implement women's cooperative activity throughout the country and provide the necessary technical and financial support for such activity. Although women are almost equal partners in many of the agricultural related economic activities, they remain in the background when it comes to participation in the decision making process and management. To some extent, this situation is due to apathy on the part of women themselves who are satisfied with their lot and resign themselves to their fate. The most important need at present is to train and motivate the leadership among women who could play a pivotal role in creating necessary environment and opportunity for women to contribute to cooperative development, and in turn help themselves and their families in achieving economic and social progress.

4.2 TRAINING COURSE CONTENT

During the four weeks' training programme in IDACA, the six participants were introduced to the basic aspects of Japanese culture and social way of life. Also detailed introduction was given to the organisation and functioning of agricultural cooperatives in Japan. The subjects of discussion then shifted to the specific areas of study of the training course viz. the activity of women's associations and their participation in agricultural cooperative activities. More detailed discussions took place concerning women's role in improving the living conditions of farm households. Plans for future development of women's activity were also presented and discussed during this period.

A case study based on the activities of women's association of Tsukuigun Agricultural Cooperative was presented and discussions were held on the nature and scope of these activities. In addition detailed introduction was given to activities of the Fukushima Prefectural Council of Women's Associations of Agricultural Cooperatives. And for an overall view of the national scene, introduction was given to the history and present activities of the National Council of Women's Associations of Agricultural Cooperatives in Japan.

After getting the overall view of the women-related activities in agricultural cooperatives, the participants visited Toyoma Prefecture and studied the working of Toyoma Economic Federation of Agricultural Cooperatives, the Kureha Agricultural Cooperative and the Inami Agricultural Cooperative. They also observed the facilities operated by these cooperatives.

During their visit to the Inami Agricultural Cooperative, the participants had the opportunity of staying for one night with farm families and observe their way of life. They also joined in the cultural and better living activities of women's associations. These included dressing of Kimono (traditional Japanese dress) and observing the working of the cooking school. During this visit the participants also introduced some of the favorite dishes from their respective countries. They were also shown the Inami Town Traditional Industry Centre.

After returning to Tokyo the participants prepared tour reports giving useful comments and suggestions on their exposure to various lectures and the study visits in Toyoma Prefecture.

4.3 CONCLUSIONS

Agricultural cooperatives in Japan have made commendable progress because of the efforts made by national cooperative organisations and government to help improve the living standards of farm household members.

The important factors contributing to cooperative success are:

- a) planned development and high-tech agriculture on small size lands,
- b) government assistance to farmers,
- c) emphasis on integrated services and mixed farming to achieve income targets.
- d) better living services for farm household members,
- e) disciplined manpower,
- f) care for preserving environment,
- g) joint efforts by all farm household members,
- h) availability of plentiful water.

The Women's Association of Agricultural Cooperatives (WAAC), which has completed 40 years of its working, is contributing a great deal for a balanced development of agriculture and agricultural cooperatives and for the welfare of farm household members.

Although women's representation in cooperative membership is very small, the WAAC members contribute greatly to the total effort aimed at productivity increase and family welfare. They do not shun hard work and maintain strict discipline in order to obtain best results. The WAAC members do not wait for an award while rendering services to cooperative members. Also, they try to ascertain needs of members through direct

contact and through hamlet level meetings.

The insurance services and protection provided to farming and farm households ensures better life and economic prosperity. The WAAC plays an important role in health insurance activities.

Apart from contribution to economic growth, WAAC plays a pivotal role in better-living activities, in providing health care and in preserving quality of life and proper environment. For carrying out these activities the cooperatives have provided facilities such as wedding halls, beauty parlours, health centres, hospitals, funeral services and community kitchens. They are also very active in promoting savings campaign among members.

While taking care of the elderly people in the farm household, the WAAC members try to persuade younger people to remain on the farm for maintaining continuity in agricultural production.

One of the most important activities undertaken by WAAC is the joint purchasing of household items, especially food and daily necessities. This has not only helped farm households in getting quality products at cheaper rates but also has ensured them the supply of quality products free from additives and pollution. WAAC is also active in developing direct producer-consumer relations.

In general, the WAAC members try to create atmosphere for better life and better health. They look after both the elderly and the youth. They arrange programmes for training and exposing the children to ways of farming. The contribution of WAAC towards a richer life was well appreciated by the participants. The complimentary role played by youth associations in this direction was also highly appreciated.

The participants greatly appreciated the role played by ICA and IDACA in arranging the training programme. In their opinion, the training programme arranged in IDACA was well-planned, the training material provided was appropriate and the residential accommodation, food and other facilities provided

were very satisfactory. The IDACA atmosphere helped the participants to study the role played by WAAC and its members throughout the country. Many participants felt that they have found, during the training course period, answers to many of their problems concerning women's role in agricultural cooperatives.

4.4 PROBLEMS

Despite the all-round development and substantial contributions made by the WAAC members, the agricultural cooperatives and WAAC face several challenges and problems. Some of the important problems mentioned by the participants were:

- a) As farm population is decreasing, there is a gradual decrease in the number of WAAC members (about 3440 in 1958/59 to 2250 in 1990). Plans have been drawn to vitalize the WAAC through study meetings involving three million women.
- b) Due to an increasing diversification of life style among farm household members and greater social and economic interests among them than before, it is difficult for WAAC members to respond to all needs of farm household members.
- c) Less and less women and youth are taking initiatives in proposing new programmes for WAAC activity. There are increasing number of disinterested members than before.
- d) Younger farm household members do not take active interest in farm related activities. Very few respond to WAAC initiatives for welfare and better-living activities. Young girls do not seem to prefer marrying farm successors. The rapid change in life-style in Japan and the lure of city life has resulted in large-scale migration of youth to the urban centres.
- e) Although women contribute very substantially to the economic and social activities in farming community, their role in the decision making process in agricultural cooperatives is very small.

4.5 RECOMMENDATIONS

Participants made some suggestions and put forward few recommendations for future consideration as follows:

- a) More women should be encouraged to join as full-time members of agricultural cooperatives,
- b) More voluntary services should be made available for the elderly people, for nursing homes and for work related to waste recycling,
- c) There should be a difference made between the charge for members and non-members in cooperative hospitals,
- d) Women should play greater role in preserving environment,
- e) WAAC can play more effective role in promoting producer/consumer relationship.
- f) More case studies be prepared before the training course. The persons involved in case study preparation should be requested to present the case studies.
- g) Three participants from each country should be invited, one from national level, one from regional level and one from the primary level cooperative. Also policy makers in these countries should be given an opportunity for training.
- h) Assistance from Japan should be more in respect of transfer of technology than in actual financial assistance.

The closing ceremony of the training course was held at IDACA on 13th September 1991 at which certificates were awarded to the participants for completing the training course. The closing session was addressed by representatives of the ICA, MAFF, CUAC and the IDACA.

PARTICIPANTS

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PROGRAMME

August 21 - September 14, 1991

Wednesday,	21st August	Arrival of Participants in Tokyo
Thursday,	22nd August	Opening and Orientation Sessions
		Country Papers Presentations.
Friday,	23rd August	Japanese Culture and Society Agriculture in Japan.
Saturday,	24th August	Visit to A-Coop Store in Tsukuigun Agricultural Cooperative.
Sunday,	25th August	Free
Monday,	26th August	Organisation and Business of Agricultural Cooperatives in Japan.
Tuesday,	27th August	History, Operation of Women's Associations and their Relation with Agricultural Cooperatives.
Wednesday,	28th August	Improvement of Living of Farm Households - I
		(Planning and Rationalisation of Living)
Thursday,	29th August	Improvement of Living of Farm Households - II
		(Agro-Processing, Joint Purchasing etc.)
Friday,	30th August	Measures for Promotion of Education and Training Activi- ties by Women's Associations of Agricultural Cooperatives.

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Saturday,	31st August	Summing up of the Lectures
Sunday,	lst Sept.	Sight seeing tour in Tokyo.
Monday,	2nd Sept.	Case Study on Organising Women's Associations.
Tuesday,	3rd Sept.	Travel to Toyoma Prefecture.
Wednesday,	4th Sept.	Visit to Toyoma Prefectural Union of Agricultural Coopera- tives
		Observation of Facilities of Prefectural Economic Federa- tion of Agricultural Coopera- tives.
Thursday,	5th Sept.	Visit to Kureha Agricultural Cooperative Ltd.
		Observation of Facilities of Agricultural Cooperative and Discussions with Leaders and Members.
Friday,	6th Sept.	Visit to Inami Agricultural Co- operative and Observation of Fa- cilities of Cooperative.
Saturday,	7th Sept.	Visit to Dressing School, Cooking School, Observation of Rice Mill and other Facilities of Inami Agricultural Cooperative.
Sunday,	8th Sept.	Move to Kyoto
Monday,	9th Sept.	Sight seeing in Kyoto.
		Return to Tokyo.
Tuesday,	10th Sept.	Summing of Study Visits Observations and discussions.

Wednesday,	11th Sept.	Discussion with Women Leaders on the Improvement of Women's Status and Group Discussions.
Thursday,	12th Sept.	Writing of Reports by Participants on their Observations.
Friday,	13th Sept.	Presentation of Reports
		Evaluation and Closing Session of the Training Course.
Saturday,	14th Sept.	Departure of Participants to their Countries.



The International Cooperative Alliance is one of the oldest non-governmental international organisations. It is a worldwide confederation of cooperative organisations of all types. Founded in London on 18th August 1895, the ICA has affiliates in 77 countries with 195 national and ten international level cooperative organisations as members serving over 648 million individual members at the primary level. The ICA is the only international organisation entirely and exclusively dedicated to the promotion of Cooperation in all parts of the world. The ICA holds Consultative Status of Category-I in the United Nations Economic and Social Council (UN/ECOSOC).

Besides the head office in Geneva, Switzerland, there are four regional offices viz. the Regional Office for Asia and the Pacific in New Delhi, India (established in 1960); the Regional Office for East, Central and Southern Africa at Moshi, Tanzania (established in 1968); the Regional Office for West Africa at Abidjan, Ivory Coast (established in 1979) and the Regional Office for Central America and the Caribbeans at San Jose, Costa Rica (established in 1989).

The ICA Regional Office for Asia and the Pacific (ICA ROAP) serves 54 national level organisations from 19 countries, representing nearly 440 million individual cooperators. These countries are: Afghanistan, Australia, Bangladesh, China, Fiji, India, Indonesia, Iran, Japan, Democratic Republic of Korea, Republic of Korea, Malaysia, Pakistan, Philippines, Singapore, Sri Lanka, Thailand, USSR and Vietnam.

Main activities of the ROAP include coordination of cooperative development efforts within the region and promotion of exchanges and experiences; project identification, formulation and evaluation; promotion of establishment and development of national cooperative apex organisations; and organisation of seminars and conferences on specific subjects including support for programmes aiming at the involvement of women and youth in cooperative activities

Finances are derived from member subscriptions, ow from donors for various activities carried out by the IC

