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INTERNATIONAL COOPERATIVE ALLIANCE

REPORT OF THE FOLLOW-UP SEMINAR ON

ICA FELLOWSHIP PROGRAMME



INTERNATIONAL COOPERATIVE ALLIANCE
Regional Office and Education Centre for South-East Asia
43, Friends' Colony, Post Box 639, New Delhi-14, India

R E P O R T
OF
THE FOLLOW-UP SEMINAR ON THE ICA FELLOWSHIP
PROGRAMME

Penang (Malaysia) : 25th March - 3rd April, '68

jointly organised by

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INTERNATIONAL CO-OPERATIVE ALLIANCE
Regional Office & Education Centre
for South-East Asia
43, Friends' Colony (East),
New Delhi-14, India.

COOPERATIVE UNION OF MALAYSIA LTD
AND
PENANG CO-OPERATIVE UNION LIMITED
38, Peel Avenue, Penang, Malaysia.

A/26th July 1968

INTERNATIONAL CO-OPERATIVE ALLIANCE
Regional Office & Education Centre for South-East Asia
43, Friends' Colony (East), New Delhi-14, India.

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Penang (Malaysia) : 25th March - 3rd April, '68

The Follow-up Regional Seminar on the ICA Fellowship Programme was organised at Penang, Malaysia, from 25th March to 3rd April, 1968 in collaboration with the Cooperative Union of Malaysia Ltd and the Penang Cooperative Union Ltd. There were 13 participants from eight countries: Ceylon, India, Iran, Japan, Nepal, Pakistan, Republic of Korea and Thailand. All of them were former ICA Fellows who had undergone training under the Programme for about six months. A list of the participants and resource persons is given at the end of this Report.

2. The Seminar was inaugurated by Y.A.B. Tan Sri Wong Pow Nee, Hon'ble Chief Minister of Penang, Malaysia, on 25th March, 1968 at the Old Frees' Association, Penang. Mr N.A. Kularajah, President of the Cooperative Union of Malaysia and Member of ICA Advisory Council presided over the function. The Seminar was conducted at the E & O Hotel, Penang. A copy of the Seminar Programme is also attached to the report.

3. The main purpose for organising the seminar was:
- 3.1 to evaluate the overall functioning of the ICA Fellowship Programme and assess its effectiveness in the field;
 - 3.2 to discuss ways and means of improving the programme and its follow-up;
 - 3.3 to allow exchange of ideas and experience among the former ICA Fellows;
 - 3.4 to give the Fellows some first-hand information about the cooperative development in the region.

Review of ICA Fellowship Programme

1. History and Background

To enable selected Cooperators from the South-East Asian Region to undertake advanced studies and practical training in different aspects of Cooperation, the ICA initiated in 1962 its Fellowship Programme. Under this Programme three Fellows were selected each year through the member-organisations in the Region. The Programme which was of about six months' duration, offered a balanced combination of carefully supervised readings, field visits, practical work, report writing and seminar discussions. A major part of the Programme was conducted at the ICA Regional Office and Education Centre, New Delhi.

2. Main Objectives of the Programme

The main objectives of the Programme were:

- i. to enable selected cooperative employees from the Region to undertake advanced training in important aspects of Cooperation;
- ii. to train them in methods and techniques of communication;
- iii. to train them in developing plans for cooperative development;

3. Selection

Member-organisations in the Region were requested to make nominations of qualified Cooperators for each Programme. Final selection was made at the

ICA Regional Centre, New Delhi.

The selected Fellows were requested to collect material on the cooperative movement in their home countries and to start preparing the country background papers. The papers were finalised during the Fellowship Programme in consultation with their supervisors at the ICA.

Details of the Fellows selected and trained are as follows .

Sr. No.	Countries	Member Education	Agricultural Cooperative	Other	Total
1.	Ceylon	1	2	-	3
2.	India	3	-	-	3
3.	Iran	-	1	-	1
4.	Japan	-	1	-	1
5.	Republic of Korea	1	1	-	2
6.	Malaysia	-	-	1	1
7.	Nepal	1	-	-	1
8.	Pakistan	-	1	-	1
9.	Philippines	1	1	-	2
10.	Thailand	-	1	-	1
		7	8	1	16

Two additional persons selected were teachers but they could not avail of the Fellowships, because of different reasons.

Out of the sixteen Fellows trained, 7 were Government servants, 8 were employees of cooperative organisations and one was an honorary worker. Most of them were under 40 years of age and were working at the intermediate or junior level in their organisations. They were expected to

have fair knowledge of English and at least 3 years' experience of cooperative work.

4. Facilities:

The Fellows were given the following facilities:-

- i. free board and lodging;
- ii. clothing allowance;
- iii. monthly allowance;
- iv. medical and insurance facilities;
- v. local conveyance;
- vi. bothway airfare from their home countries to New Delhi;
- vii. travelling and daily allowance for official work.

In Delhi they stayed together at the ICA Hostel.

5. Subjects of Study

The subject for study under each Programme was decided in advance in consultation with the ICA Advisory Council. So far, the following subjects have been covered:

- i. Cooperative Member Education.
- ii. Agricultural Supervised Credit.
- iii. Agricultural Production and Cooperation.
- iv. Cooperative Marketing (including International Cooperative Trade).
- v. Cooperative Housing.

Most of the subjects dealt with were under agricultural cooperation and hence were of importance to the cooperative movement in the Region. Under the subject "Cooperative Member Education" study circle method was emphasised.

6. Scope

There was no fixed syllabus worked out for each year's Programme. Nevertheless, objectives, methods and techniques and the detailed programme

were worked out for each group, according to the subject fixed for their study. The Fellowship Programme was geared to the requirements of the group, However, the Programme was adjusted, as far as possible, according to the needs and interests of individual Fellows.

7. Nature and Work

a. Out of the six months' duration, generally, two months were spent in orienting the Fellows in research methodology, socio-economic conditions in cooperative movement in the Region, particularly in India as they were to carry out their field studies in that country. During this period, they also prepared their country background papers which were discussed in seminars. The Seminar discussions created better understanding among the Fellows of the problems of cooperative movements in their own, as well as each others countries.

b. About two months were spent by the Fellows in conducting field visits and practical work in different States of India. Sometimes, they went out of India to participate in the ICA Seminars and conduct field visits.

c. After field work, the Fellows prepared reports and papers on the subject of special studies. During the rest of these two months, Fellows studying methods of member education were given some practical assignment for designing individual pilot projects for their own countries. They also conducted some practical work and prepared educational material for their use.

8. Supervision

One ICA Officer was made in charge of the Fellowship Programme. He planned and administered the Programme with the help of other officers

at the ICA Regional Centre and specialist on different subjects.

He provided close supervision and guidance to the Fellows during the Programme including field visits. Sometimes the help of field organisations were taken to conduct special practical work programme for the Fellows. In special cases, help of specialised institutions such as Universities was taken for providing guidance to the Fellows.

9. Periodic Assessment

During each Programme, periodical and final evaluation sessions were conducted with the Fellows and their suggestions were taken into account for improving the Programme and facilities for the Fellows. There was no examination conducted and no certificates were issued to the Fellow on his completion of the Programme. However, they were given testimonials and their sponsoring organisations were informed of their activities during the Fellowship Programme.

10. Methods and Techniques

To orient the ICA Fellows about problems of cooperative movement in the Region and to achieve the educational objectives of the Programme, a variety of methods and techniques were used; some of these were:

- a. preparation of background papers indicating the condition of cooperative movement and its problems in the Fellows' countries;
- b. supervised readings;
- c. introductory lectures-cum-discussions;
- d. study visits and field work;
- e. seminar discussions;
- f. preparation of papers;
- g. planning of projects (practical assignments);
- h. preparation of educational material;
- i. group discussions, study circles, etc.
- j. individual consultation with the supervisors of the Fellowship Programme,

The Fellows were given ample opportunities for informal exchange of ideas and experience among themselves. They frequently discussed with the ICA staff subjects and problems of their interests. They were also given opportunities to participate in the seminars on the subjects related to their studies.

11. Follow-up

The member-organisations were informed of the training given to the Fellows. They were requested to make best use of the trained personnel. Some of the Fellows were promoted or given opportunities to use their knowledge and skills.

The country background and other papers prepared by the Fellows were widely circulated. Some of these were published in cooperative journals and other publications.

The plans on pilot projects prepared by the Fellows were forwarded to sponsoring organisations for adaptation and if possible, for implementation.

Some of the local Fellows were associated with the ICA Seminars held in their countries. During their visit to a Fellow's home country, the ICA officers studied the problems of that country.

Their names were included in the mailing list of the ICA Regional Centre, New Delhi. Sometimes, individual correspondence was held with them.

12. Difficulties

Language was found one of the greatest barrier in providing training to the Fellows as some of them did not have sufficient knowledge of English.

It was found difficult to give research bias to the Programme, because of want of time and facilities. It was also found difficult to conduct research studies under the Programme in the absence of relevant experience with the Fellows.

Several difficulties were encountered in arranging field work programme of the Fellows. The receiving organisations preferred to receive the Fellows for short duration only.

The follow-up of the activities of the former ICA Fellows was found very difficult.

13. Some observations

It is difficult to arrive at a very definite conclusion with regard to the effectiveness of the Fellowship Programme as the Programme has been administered only for sixteen persons coming from different countries of South-East Asia. These Fellows were working either with the Cooperative Department or with the cooperative organisations in their countries at intermediate or junior levels. However, it can certainly be said that out of 16 Fellows trained, 14 remained in cooperative service. As the Fellows selected for the member education Programme came from organisations engaged in education work, they seemed to have benefitted most from the Programme. The Programme for them was given practical bias and they were asked to prepare some pilot projects in the field of member education. These projects have been submitted to the sponsoring organisations and the Fellows have been pursuing the implementation of their projects through these organisations and with the help of the ICA Regional Centre.

14. Evaluation of the ICA Fellowship Programme:

14.1 An evaluation is conducted in terms of the objectives laid down for a programme and it measures the effectiveness of the programme against a set of criteria. This means that criteria should be defined in measurable terms. The main objectives of the ICA Fellowship Programme have been mentioned earlier in the Report. To find out the effectiveness of the Programme in relation to these objectives the evaluation programme may be conducted at different levels, some of these being:

- i. trainees' and trainers level;
- ii. training programme at the national, regional and international levels;

14.2 The criteria chosen for evaluation at the trainees' level were:

- i. completion of assignments given to the Fellows during the Fellowship Programme;
- ii. development of leadership qualities (initiative and perseverance), interest in training, knowledge and understanding about the subject, objective thinking, democratic attitude, habit of punctuality, discipline, etc.

14.3 The main methods of assessing the Fellows' performance were:

- i. examination of the papers and other background material prepared by the Fellow;
- ii. assessment of the reports on study visits and practical work prepared and submitted by the Fellow;
- iii. examination of the projects prepared by the Fellow as a part of his practical assignment;
- iv. observation of his participation in different programmes such as orientation courses, group discussions, seminars, workshops, etc.

14.4 Review of the follow-up activities of the Fellow. Opinions given by their employers, supervisors, and others.

The papers and projects prepared by the Fellows were circulated among the concerned member-organisations of the ICA and they were given a testimonial indicating the amount of work done during the Fellowship Programme, nor were they graded according to the different categories of achievements.

14.5 The participants were informed that the Fellowship Programme as a whole was being evaluated with the help of the Fellows, sponsoring organisations and other persons concerned. The following methods were used to evaluate the Programme:

- i. collection of data about the activities of the Fellows during the Programme; opinions and ideas given by them in the evaluatory sessions organised during each Programme;
- ii. collection of information (through a questionnaire) from the sponsoring organisations about the performance of the Fellows after their training;
- iii. collection of data (through a questionnaire) from the Fellows concerned about the Fellowship Programme and its follow-up;
- iv. personal interviews with the Fellows on the basis of information collected through questionnaires and other sources;
- v. evaluatory sessions, group discussions and the panel discussion in the follow-up seminar organised at Penang;
- vi. informal exchange of ideas and opinions about the Programme with the Fellows and others;

The question of methodology for assessing the effectiveness of the Fellowship Programme and for selection of the Fellows were discussed in detail in the groups and the following recommendations were made:

- a. There should be regular correspondence between the ICA and the concerned organisations, and informal contacts with the Fellows and their senior officers;

b. The ICA should broaden its purpose of the Fellowship Programme and provide necessary guidance and facilities for the implementation of assignments prepared by the Fellows, and recommended by the sponsoring organisations.

15. The objectives of the Fellowship Programme need not only be construed as implementation of the projects worked out by the Fellows during the Programme. Since the Programme also aims at improving the personal qualities of the Fellows, the development of their personality and role in cooperative development after training should also be taken into account.

16. The sponsoring organisations should be requested to submit an annual progress report on each Fellow as regards studies undertaken by him or articles written, projects undertaken, his present position, incentives, etc.

17. To have a periodic evaluation of the ICA Fellows, work in his own country, the ICA officers should take every opportunity to meet him and discuss with him his work. If a seminar is being organised by the ICA in that country, the Fellow may be invited as an observer. Regular follow-up of the ICA training programme as is being held under the follow-up seminar may be continued at reasonable intervals to assess and evaluate further the effectiveness of the work done by the Fellows, and also of the Programme.

Selection

The Discussion Groups suggested the following points for consideration of the ICA while selecting a candidate for the Fellowship Programme.

1. The ICA should prepare well in advance the subject of study for each year, detail the qualifications of the candidates to be selected, scheme of work, etc. One year in advance, information may be sent to the national organisations which sponsor the candidates. This would enable the national organisations to select right candidates and train them not only in cooperation but also in English wherever necessary.
2. Since the Fellowship Programme has been conducted on an advanced level, it may be insisted upon, as far as possible, but depending on the subject, that: (a) candidates should be graduates of recognised universities; (b) they should have about five years' experience and some training in their field of study in the cooperative movement.
3. Preference should be given to those who are in a position to teach or publicise what they gain by the Fellowship Programme.
4. Candidates should have a fair working knowledge of English. If a candidate selected does not have a working knowledge of English the sponsoring organisation should be required to provide an intensive course in English, so that when the candidate joins the ICA, he would have a fair knowledge of English.
5. As far as possible, preference should be given to candidates who are working at national level or in intermediate positions - so that their experience and knowledge could be widely utilised after they return home. Elected office-bearers should not be selected for the Fellowship Programme.
6. Arrangements for selection (that is advertisement or circulars) should be made by the national organisation in the beginning of each year and wide publicity should be given. Candidates may be required to write a background paper which should be sent along with the applications for onward transmission to the ICA.

7. The Fellowship Programme usually starts on 1st October each year. To get the Fellows well-prepared for the Programme, the selection of candidates by the ICA should be completed before February so that intensive course in English, wherever necessary, could start in March for seven months.
8. Selection may be done on the basis of interview of eligible candidates, and the ICA may request the national organisations to seek the assistance of the members of ICA Advisory Council, ICA officers, and if possible, of the former Fellows, who may know the requirements of the ICA from the candidates.
9. The ICA should call for plural nominations from the countries of South-East Asia calling for the details such as background of the candidates, experience, the subject he wishes to develop during the Fellowship Programme, etc.
10. The ICA may consider the selection of more than three candidates - atleast four candidates each from two countries. Award of Fellowship to two candidates from the same country at the same time may balance the difficulties of language and complement qualities.
11. The ICA should prevail upon the national organisations to indicate of the use of the services the national organisations are proposing to make of the Fellows after the Fellowship Programme.
12. Once the selection is over the national organisation should be requested to make sure that the candidate on his return would work with the movement, or in an organisation where he could make use of what he has studied. This is important in view of the fact that in government

departments, officials are transferred not only within the department, from one section to another, but also from one department to another.

General Aspect

The following additional suggestions were given by the participants:

13. The Fellowship Programme should allow a short preparation in the country in which the Fellow resides. This would enable the Fellow to prepare his background paper and collect study material from within the country. For this work ICA with the help of the national organisation can appoint a local guide, if found necessary. In a similar way the Fellows should be given time for further debriefing on their return home.

14. Field visits and practical work should be planned in such a way that the Fellows get orientation in advance i.e. before their departure for the field work. Wherever possible, local guides should be provided. They may be asked to prepare case studies and discuss them with the Fellows. Such an approach has already been adopted by the ICA in arranging study visits during the Follow-up seminar on the ICA Fellowship Programme.

15. The field work for the Fellows should be arranged at appropriate places in different countries of the Region. It will enable the Fellows to get relevant experience and assist them to learn more in the field.

16. To ensure the implementation of ideas and projects, the Fellows should publicise the results of their training in their home countries. They should persuade their colleagues to examine the projects and help in giving them practical shape. If they achieve any success in utilising

the fruits of their training such achievement should also be brought to light before the parties concerned including the ICA.

Follow-up

As the ICA Fellowship Programme has basically been a training programme for cooperative employees, its follow-up should also be educational in character. To ensure maturity of trainees, their follow-up has to be systematic and continuous. In any functional training programme such as the Fellowship, a major part of the follow-up activities have to be conducted between the ICA Education Centre and the Fellows. However, there are several other parties such as the sponsoring organisations, employers, government of the countries concerned involved. Such a follow-up, if carried on at the national level, will assist the Fellows in utilising the training given to them and in implementing their educational projects in the field. It was assumed that the educational projects developed by the Fellows during the Programme should be adopted to suit local conditions and be accepted by the implementing organisations.

Exchange of Information.

As regards the exchange of information, the following suggestions were made:

1. The Fellows should exchange among themselves information and material about their cooperative movement and on subjects of their mutual interest.
2. They should supply to the ICA information about cooperative literature produced in their countries and, if possible, supply copies of such literature to the ICA Regional Centre. The Fellows should review

selected cooperative publications and send them to the ICA for publication. If the publications are in their local language, then a summary of the contents of the publication in English should also be supplied to the ICA.

3. From time to time the Fellows should write to ICA giving information of general interest. Such information may be included in the ICA INFORMATION BULLETIN published periodically from the ICA Regional Centre. They may also write to the ICA regarding the work they are doing in the field and seek necessary assistance and guidance.

4. The ICA could supply to the Fellows the questionnaire form for collecting information from them annually. The Fellows will fill in the questionnaire and attach to it a note on the recent development in cooperative movement in their own countries. Such information will be utilised by the ICA for Follow-up and other purposes and a review of the activities of the Fellow could be published every year.

5. The ICA would supply to the Fellows reports of its seminars and other mimeographed literature from time to time. In addition, it will endeavour to send to the Fellows some of its priced publications of use to them. The Fellow will preserve the above literature as a part of his library and try to see that he and his contacts make use of such publications. Some of the Fellows mentioned that they have already been following such a procedure with regard to the use of literature supplied by the ICA.

6. The Fellows would undertake to review the seminar reports and other ICA publications for the local journals. If any review is published they will undertake to send a copy of its off-print to the ICA.

7. On their return the Fellows should write articles for popular consumption about the ICA activities in the Region. They will also try to improve the image of the Fellowship Programme by setting personal examples.
8. The ICA may explore the possibility of arranging the further training of the Fellows through correspondence courses and other suitable methods.
9. Whenever a regional seminar is organised by the ICA on a given subject in a country the local Fellows who had studied the subject in the Fellowship period and who are persuing their studies or making use of the training given on return may be invited to participate as observers.
10. The ICA may consider the possibility of publishing some of the background papers produced during the Fellowship Programme.

Orientation

The participants were oriented about the recent developments in the field of agricultural cooperation and member education in the South-East Asian Region, particularly about the development taken place in Malaysia. This helped in making them upto-date in their knowledge and understanding about the nature and extent of cooperative development.

The introduction on cooperative movement and cooperative member education in Malaysia were followed by briefings on the cooperatives to be visited by the participants. A case study on a local cooperative rice milling society was presented to give participants an idea about achievements and problems of the local cooperatives. After the orientation about cooperative movement in Malaysia and about conditions in the field,

intensive study visits with local guides were arranged for the participants as a part of their follow-up. They were requested to make notes on what they observed in the field.

In the final plenary sessions, the Fellows commented on the activities conducted under the Follow-up Seminar and its draft report. They were formally awarded certificates for having completed the Fellowship Programme.

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Post Box 639, 43 Friends' Colony, New Delhi-14. India.

Acl/31st March 1968

FOLLOW-UP SEMINAR ON ICA FELLOWSHIP PROGRAMME
Penang (Malaysia) : 25th March - 3rd April, 1968

PROGRAMME

Monday, 25th March 1968

9.00 A.M. - 10.00 A.M.

Inauguration

10.00 A.M. - 10.30 A.M.

Tea break

10.30 A.M. - 11.00 A.M.

ICA activities in the field of personnel training - Mr. Alf Carlsson, Director, ICA Education Centre, New Delhi, India.

11.00 A.M. - 11.15 A.M.

Working methods of the Seminar - Mr. Dharm Vir, Deputy Director, ICA Education Centre.

11.15 A.M. - 12.00 noon

1. A Review of the ICA Fellowship Programme

12.00 P.M. - 12.30 P.M.

Questions and observations

Introduction by: Mr. Dharm Vir

Chairman: Mr. Alf Carlsson

12.30 P.M. - 2.30 P.M.

Lunch break

2.30 P.M. - 5.30 P.M.

2. Administration of questionnaires and interviews with the Fellows

Tuesday, 26th March 1968

9.00 A.M. - 9.45 A.M.

3. Evaluation of the Programme

Introduction by: Mr. Dharm Vir

Chairman: Mr. Alf Carlsson

9.45 A.M. - 10.30 A.M.

Questions and observations

10.30 A.M. - 11.00 A.M.

Tea break

11.00 A.M. - 1.00 P.M. 4. Group discussion on evaluation of the Fellowship Programme

(Two groups - one on member education and the other on agricultural cooperation)

1.00 P.M. - 3.00 P.M.

Lunch break

3.00 P.M. - 4.00 P.M.

5. Plenary session on 4.

Chairman: Mr. Alf Carlsson

4.00 P.M. - 4.15 P.M.

Tea break

4.15 P.M. - 5.00 P.M.

Plenary session continued.

Wednesday, 27th March 1968

9.00 A.M. - 10.30 A.M.

6. Follow-up of the Fellowship Programme

Achievement and difficulties

Panel discussion:

Chairman: Mr. Alf Carlsson

Members: Mr. Dharm Vir and two others

10.30 A.M. - 10.45 A.M.

Tea break

10.45 A.M. - 12.30 P.M.

General discussion on the follow-up contd.

12.30 P.M. - 2.30 P.M.

Lunch break

2.30 P.M. - 4.30 P.M.

7. Group discussion on Follow-up

Thursday, 28th March 1968

9.00 A.M. - 10.30 A.M.

Plenary session on 7.

Chairman: Mr. Dharm Vir

10.30 A.M. - 11.00 A.M.

Tea break

11.00 A.M. - 12.00 noon

Plenary session continued

Afternoon

F R E E

Friday, 29th March 1968

9.00 A.M. - 10.30 A.M.

8. Recent development in the field of agricultural Cooperative in South-East Asia - Country Reports

Chairman: Mr. Alf Carlsson

Introduction by:

1. Mr. Sumanasekera Banda (Ceylon)
2. Mr. V.N. Pandya (India)
3. Mr. K. Shanmugasothy and Mr. Settodeh Sajjadi (Iran)
4. Mr. Hiroyasu Sato (Japan)
5. Mr. Hoe Jun Lee (Republic of Korea)
6. Mr. Arthid Kamolrat (Thailand)
7. Mr. M.R. Shikdhar (Pakistan)

10.30 A.M. - 10.45 A.M.

Tea break

10.45 A.M. - 12.30 P.M.

Questions and observations

12.30 P.M. - 2.30 P.M.

Lunch break

2.30 P.M. - 3.45 P.M.

9. Recent Development in the field of Member Education in South-East Asia - Country Reports

Chairman: Mr. Dharm Vir

Introduction by:

1. Mr. K.H.P. Senaratne (Ceylon)
2. Mr. R.N. Vyas (India)
3. Mr. Y.D. Deshpande (India)
4. Mr. Ih Seop Ahn (Republic of Korea)
5. Mr. Surya Ratna Sakya (Nepal)

3.45 P.M. - 4.00 P.M.

Tea break

4.00 P.M. - 5.00 P.M.

Questions and observations.

Saturday, 30th March 1968

- | | |
|-------------------------|--|
| 9.00 A.M. - 10.00 A.M. | 10. <u>Agricultural Cooperation in Malaysia</u>
Introduction : Mr. Ismail bin Haji Abdullah
Chairman: Mr. Chong Thin Huatt
Questions and observations |
| 10.00 A.M. - 10.30 A.M. | Tea break |
| 10.30 A.M. - 10.45 A.M. | 11. <u>A brief description of agricultural cooperative society to be visited by the Fellows and Mr. Ismail bin Abdullah</u>
Chairman: Mr. Chong Thin Huatt
Questions and observations |
| 10.45 A.M. - 11.30 A.M. | Lunch break |
| 11.30 A.M. - 12.30 P.M. | 12. <u>Cooperative Education in Malaysia</u>
Introduction: Mr. Chong Thin Huatt
Chairman: Mr. Ismail bin Haji Abdullah
Tea break |
| 12.30 P.M. - 2.30 P.M. | 13. <u>Brief description of a cooperative society having member education programmes (to be visited by the Fellows)</u>
Chairman: Mr. Ismail bin Haji Abdullah
Introduction by Mr. Ali Ratna |
| 2.30 P.M. - 3.30 P.M. | Questions and observations |
| 3.30 P.M. - 3.45 P.M. | |
| 3.45 P.M. - 4.30 P.M. | |
| 4.30 P.M. - 5.00 P.M. | |

Study Visits

<u>Date</u>	<u>Time</u>	<u>Places of Visits</u>
<u>Sunday</u> <u>31.3.68</u>	8.45 a.m.	Participants will assemble at lobby of E. & O. Hotel and then board bus.
	9.00 a.m.	Bus leaves E. & O. Hotel.
	9.20 a.m.	Visit to Fishery Research Institute, Glugor.
	10.15 a.m.	Leave Fishery Research Institute for Sungai Ara Multipurpose Coop. Society (Land Distribution and Settlement Society).
	11.00 a.m.	Leave Sungai Ara Multipurpose Coop. Society for Snake Temple, Sungai Tiram.
	11.45 a.m.	Leave Snake Temple for Ayer Itam Temple.
	12.40 a.m.	Leave Ayer Itam Temple for Penang Hill.
	1.20 p.m.	Lunch at Penang Hill.
	2.30 p.m. to 4.00 p.m.	Sight-seeing at Penang Hill.
	5.00 p.m.	Return to E. & O. Hotel.
<u>Monday</u> <u>1.4.68</u>	8.15 a.m.	Participants will assemble at lobby of E. & O. Hotel to board bus.
	8.30 a.m.	Bus leaves for Raja Tun Uda Pier and thence to District of Krian, Perak.
	10.30 a.m.	Visit to Co-operative Rice Milling Society, Tanjong Piandang.

<u>Date</u>	<u>Time</u>	<u>Places of Visits</u>
	11.30 a.m.	Leave Co-operative Rice Milling Society for Bagan Tiang Estate Co-operative Society.
	12.45 p.m.	Leave Bagan Tiang Estate Co-operative Society for Parit Buntar. Lunch at Parit Buntar.
	2.30 p.m.	Leave for Krian & Selama Co-operative Banking Union Limited.
	3.45 p.m.	Leave Co-operative Banking Union for Penang.
	5.45 p.m.	Back to E. & O. Hotel.
<u>Tuesday</u> <u>2.4.68</u>	8.15 a.m.	Participants will assemble at lobby of E. & O. Hotel to board bus.
	8.30 a.m.	Bus will leave for Raja Tun Uda Pier and then to North Province Wellesley.
	9.45 a.m.	Visit Cooperative Rice Milling Society, Mk. Hujung Pasir, Kedah South.
	10.30 a.m.	Leave Coop. Rice Milling Society, Mk. Hujung Pasir for Padi Research Experimental Station, Bumbong Lima.
	11.30 a.m.	Leave Padi Research Station for Bertam Estate Coop. Land Scheme.
	12.15 p.m.	Leave Bertam Estate for Guar Perahu Co-operative Rice Mill.
	12.45 p.m.	Leave Guar Perahu for Rest House, Bukit Mertajam.
	1.15 p.m.	Lunch at Bukit Mertajam Rest House.
	2.15 p.m.	Visit Tasek Chempedak Rural Co-operative Credit Society.

<u>Date</u>	<u>Time</u>	<u>Places of Visits</u>
	3.30 p.m.	Leave Tasek Chempedak RCCS for Prai Co-operative Stores Society, Ltd.
	5.00 p.m.	Leave Prai Co-operative Stores for Penang.
	5.45 p.m.	Back at E. & O. Hotel.

Wednesday, 3rd April, 1968

9.00 A.M. - 10.30 A.M.	14.	<u>Final Plenary Session</u> Chairman: Mr. Alf Carlsson
10.30 A.M. - 10.45 A.M.		Tea break
10.45 A.M. - 12.00 noon	15.	Evaluation and Conclusion of the Seminar.

INTERNATIONAL COOPERATIVE ALLIANCE
Regional Office & Education Centre for South-East Asia
Post Box 639, 43 Friends' Colony, New Delhi-14. India
Seminar Secretariat ; Eastern & Oriental Hotel
Penang (Malaysia).

A/24th March, 1968.

FOLLOW-UP SEMINAR ON ICA FELLOWSHIP PROGRAMME
Penang (Malaysia) : 25th Mar - April, 1968

LIST OF PARTICIPANTS

1. CEYLON
 1. Mr. K.H.P. Senaratne
"Chethana"
National Housing Scheme
Kiribathgoda
Kelaniya.
 2. Mr. K. Shanmugasothy
478, Hospital Road
Chundikuli
Jaffna.
 3. Mr. S.J. Sumanesekera Banda
C/o Assistant Commissioner
Cooperative Development
455 Galle Road
Colombo 3. Ceylon.
2. INDIA
 4. Mr. R.N. Vyas
Lecturer
All India Cooperative Instructors'
Training Centre
C/o National Cooperative Union of India
A-7, Kailash Colony
New Delhi-14.
 5. Mr. V.N. Pandya
Zonal Education Officer
C/o National Cooperative Union of India
Zonal Education Office
Cooperative Training Centre
Vallabh Vidyanagar
Gujarat State.

6. Mr. Y.D. Deshpande
Assistant Chief Executive Officer
The Maharashtra State Cooperative Union Ltd.
9 Bakehouse Lane
Fort
Bombay-1.
3. IRAN
7. Mr. Settodeh Sadjaddi
C/o Central Organisation for Rural
Co-operatives of Iran
357, Pahlavi Ave.
Teheran
4. JAPAN
8. Mr. Hiroyasu Sato
41-2, 3-Chome, Omachi
Akita City.
5. REPUBLIC OF KOREA
9. Mr. Hoe Jun Lee
C/o National Agricultural Cooperative
Federation Ltd.
75 1st-Ka, Choongjung-Ro
Sudaemoon-Ku
Seoul.
10. Mr. Ih Seop Ahn
C/o National Agricultural Cooperative
Federation Ltd.
75 1st-Ka, Choongjung-Ro
Sudaemoon-Ku
Seoul.
6. NEPAL
11. Mr. Surya Ratna Sakya
His Majesty's Government of Nepal
Cooperative Department
Zonal Cooperative Office
Mechi Zone.
7. EAST PAKISTAN
12. Mr. M.R. Shikder
Assistant Registrar of Cooperative
Societies
Sylhet
East Pakistan.

8. THAILAND

13. Mr. Arthid Kamolrat
Ban Nongbona
Amphur Muang
Udon Province
Thailand.

Lecturers invited to the Seminar

1. Mr. Chong Thin Huatt
Honorary Secretary
The Penang Cooperative Union Limited
38, Peel Avenue
Penang
Malaysia.
2. Mr. Ismail bin Haji Abdullah
Assistant Commissioner for Cooperative
Development
Ministry of Agriculture and Cooperatives
Government of Malaysia
Swettenham Road
Kuala Lumpur
Malaysia.

ICA New Delhi Staff

1. Mr. Alf Carlsson
Director
ICA Education Centre
43, Friends' Colony (East)
New Delhi-14.
2. Mr. Dharm Vir
Deputy Director
ICA Regional Office & Education Centre
for South-East Asia
43 Friends Colony (East)
New Delhi-14.
3. Mr. Ashok Kandhari
Secretary
International Co-operative Alliance
Regional Office & Education Centre
for South-East Asia
43, Friends' Colony (East)
New Delhi-14.