

ICA
FISHERY COOPERATIVE ORGANIZATIONS
FOSTERING AND STRENGTHENING PROJECT

FINAL REPORT

(Submitted to the Government of Japan)

May, 1988

ICA Headquarters

15, Route des Morillons,
CH-1218, Grand-Saconnex,
Geneva,
Switzerland

The Secretariat of ICA
Fisheries Committee

c/o Guidance Department,
Zengyoren (National
Federation of Fisheries
Cooperative Associations),
7th Floor, Co-op. Bldg.,
1-1-12 Uchikanda,
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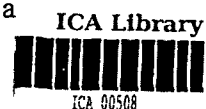
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Chiyoda



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1. PREFACE

The ICA Fisheries Cooperative Organizations Fostering and Strengthening Project, (Training Project for Leaders of Fisheries Cooperatives), is a project which was made possible by the generous contribution of an Official Development Aid grant from the government of Japan commencing from the fiscal year of 1987.

The role played by the National Federation of Fisheries Cooperative Associations of Japan in negotiations with the government of Japan for materializing this project has been great, and deserves special attention in the sense that a wide road which could contribute to the development and strengthening of fisheries cooperatives in the world has been opened.

This project is intended to hold a seminar, in their own language, on management and business etc. of fisheries cooperatives in the fisheries sector of developing countries, for fishermen who rely for livelihood on fisheries, and for those who are employed by or work in fisheries cooperatives. The objective of the seminar is to contribute to developing future leaders of fisheries cooperatives. In the first fiscal year of this project 1987, a seminar was held in two countries of Asia, namely in Sri Lanka and Malaysia.

In implementing this project, a great deal of cooperation such as providing lecturers, hosting of seminars etc. were organized by the Economic Affairs Bureau of the Ministry of Agriculture, Forestry and Fisheries, Government of Japan, ICA Regional Office for Asia (New Delhi), ZENGYOREN (National Federation of Fisheries Cooperative Associations), Sri Lanka Fisheries Cooperative Federation Ltd., Sri Lanka School of Cooperation, ANGKASA (National Cooperative Organization of Malaysia), LKIM (Fisheries Development Authority of Malaysia), MKM (Cooperative College of Malaysia) and Food and Agriculture Organization of the United Nations.

The participants in the seminar contributed to making it meaningful and substantial by actively taking part in the discussion sessions held after each lecture, in which sincere and active deliberations, including questions and answers, as well constructive suggestions etc. were made.

I would like to take this opportunity to express my deepest and most heart-felt thanks to each of those people who helped make this first seminar held in the two countries a success, and also appreciate the valuable cooperation extended from the relevant authorities.

I feel it a great privilege and honour to be able to submit herewith this final report on the first year ODA training project for leaders of fisheries cooperatives.

Robert L. Beasley
Director

2. BACKGROUND AND JUSTIFICATION

2.1 Background

- 2.1.1 At the 28th ICA Congress held in Hamburg in 1984, the ICA Rules was amended, and it was decided that each specialized committee should establish its own financial self-support resources.
- 2.1.2 In accordance with the ICA's new policy, the ICA Fisheries Committee at its meeting held in October, 1984 proposed to establish a Fisheries Cooperative Development Fund. It was agreed at this meeting that each member of the Committee would, study feasibility of this idea from its own perspective.
- 2.1.3 After the Congress in Hamburg, the ICA in cooperation with Zengyoren (National Federation of Fisheries Cooperative Associations), began to appeal through the chairman of the Fisheries Committee to the Government of Japan for financial assistance.
- 2.1.4 This ICA's proposal to the Government of Japan was continuously made for two years.
- 2.1.5 In 1986, as a result of the negotiations, the Government of Japan expressed its readiness for cooperation not in the form of contribution to the Fisheries Cooperative Development Fund but in the form of contribution to the ICA special activities. And at the formulation of the budget in December, 1986, the contribution funds of \$130,120 to the ICA was secured for the fiscal year 1987 (April 1987 - March 1988).
- 2.1.6 Soon after receiving the news of approval by the Government of Japan of the funds for the proposal, ICA took steps to establish the project, and draw up its implementation plan by the time of conclusion of official agreement. In implementing the plan, the ICA Fisheries Committee conducted necessary preparations including preliminary arrangement and surveys.

2.2 Objectives

2.2.1 Fisheries in developing countries is often regarded as a socially low ranked profession. Organization of fishermen, adversely affected by their low educational level, does not seem to have necessarily achieved much progress. The power of fishermen remains to be weak at present.

2.2.2 In order to improve fishermen's standard of living and promote fisheries, it is fairly essential to develop democratic fisheries cooperatives organized by fishermen and vitalize their business activities.

2.2.3 The purpose of this training project is placed on contributing to development of human resources such as leaders of fisheries cooperatives and potential leaders among fishermen, and to prepare a concrete plan for improvement of fisheries cooperatives in the countries concerned in due consideration of afore mentioned situations and thereby support sound development of fisheries cooperatives.

2.3 Justification

2.3.1 The purpose of this project is to organize seminars on fisheries cooperatives in developing countries.

2.3.2 It is of great significance and worth justification to hold the seminar since it is possible to invite larger number of participants with less expenses. In addition, there is importance in that equal opportunities to take part in the seminar will be given not only to selected elite group of leaders but also to grass root level leaders working honestly devoted to cooperative's cause in their respective localities because the seminar is conducted by using the language of host countries.

2.3.3 Realizing the importance of holding such seminars, the Ministry of Agriculture, Forestry and Fisheries of the government of Japan has come forward to contribute necessary funds to the ICA.

3. PROJECT FINANCING

3.1 Budget

3.1.1 The decision of the Ministry of Agriculture, Forestry and Fisheries of the Government of Japan to contribute funds to the ICA was followed by a grant of U.S. dollars 130,120.- for implementing this project in one year. The amount of contribution was divided into five budget heads as follows;

(1) Fees for lecturers	\$ 7,200.-
(2) Preliminary survey and arrangement expenses	\$ 6,400.-
(3) Travel and lodging expenses	\$ 63,120.-
(4) Training implementation expenses	\$ 47,400.-
(5) Report making expenses	\$ 6,000.-
<hr/>	
Total	\$130,120.-

3.1.2 The funds was remitted to the ICA account in Geneva from the Ministry of Agriculture, Forestry and Fisheries of the government of Japan, which was then transferred to the ICA Fisheries Committee's account in Tokyo after deducing of U.S.\$40 as remittance fees. As a result, the balance received by the account of the ICA Fisheries Committee in Tokyo was U.S.\$130,080.-.

4. PROJECT IMPLEMENTATION SCHEDULE

4.1 Implementation Schedule

4.1 The purpose of this project is to hold seminars in two countries. The seminars were carried out based upon the following planning works and preparations.

4.1.1 Planning and preparation works

- (1) Contact and necessary coordination with the ICA Fisheries Committee
- (2) Implementation of preliminary survey - in August, 1987
- (3) Selection of host organizations

At the ICA Fisheries Committee meeting held in Budapest, Hungary in October, 1987, it was decided that the ODA Seminar should be held in Sri Lanka and Malaysia. Accordingly, it was also agreed that the Seminar in Sri Lanka would be hosted by Sri Lanka Fisheries Cooperative Federation Ltd., and the Seminar in Malaysia would be hosted by the National Cooperative Organization of Malaysia (ANGKASA).

- (4) Agreement of division of works to be undertaken by the host organizations and the ICA Fisheries Committee.

It was agreed that the works be assigned separately as follows.

- 1 Part of the works to be undertaken by the ICA Fisheries Committee.
 - o Decision of lecture subjects and lecturers
It is noted here that due account must be taken of the requests of host organizations concerning selection of lecture subjects and lecturers.
 - o Preparation of teaching materials
- 2 Part of the works to be undertaken by host organizations
 - o Selection and decision of date and venue of the seminar
 - o Domestic liaison and coordinations required for preparing for hosting the seminar.
 - o Making proposals concerning lecture subjects and lecturers required by the host organizations.
 - o Preparation of teaching materials necessary for the seminar
 - o Nomination of participants in the seminar.
- (5) Making liaison and preparations necessary for organizing the seminar with the host organizations of Sri Lanka Fisheries Cooperative Federation Ltd. and the National Cooperative Organization of Malaysia.

4.1.2 Holding of seminar

Based on the planning and preparation works of 4.1.1, seminar was held in Sri Lanka and Malaysia respectively, the details of which are described in 9. i.e., "Details of the result of of the seminar held in Sri Lanka" and in 10 i.e., "Details of the result of the seminar held in Malaysia".

5. HOST COUNTRIES AND PERIOD OF SEMINAR

As already described, the countries in which the seminar under this project was held were Sri Lanka and Malaysia. The seminar in Sri Lanka was held for 6 days from November 30 to December 5, 1987 and the Seminar in Malaysia was held for 7 days from February 29 to March 6, 1988.

6. THEME, CONTENTS, METHODS OF TRAINING, PARTICIPANTS AND MAJOR POINTS OF METHODOLOGY

6.1 Theme

6.1.1 The theme of the seminar held in Sri Lanka was "Leadership for Fishermen and role of Fisheries Cooperatives in Sri Lanka".

6.1.2 The theme of the seminar held in Malaysia was "Role of Fisheries Cooperatives on the Development of Fishermen in Malaysia".

6.2 Contents and Method of Training

The seminar was conducted, in both countries of Sri Lanka and Malaysia, based on lectures concerning role of fisheries cooperatives and business activities of fisheries cooperatives. This was followed by field study trips to local fisheries cooperatives to feedback the results of discussions obtained in the form of conclusions and recommendations. All the seminar programmes were proceeded by using their own languages, Singhalese in Sri Lanka and Malay in Malaysia.

6.3 Participants

6.3.1 The requirement for the participants in the seminar was that they must be either fishermen themselves or officers and/or staff of fisheries cooperatives, and the participants were required to have the following qualifications.

- . that he or she must be a member of fisheries cooperative, whose rate of use of his (her) cooperative's services is high, or that he or she must be an officer or staff of the cooperative and has the ability to understand the contents of the Seminar.
- . that he or she is an officer, higher management post personnel, staff of fisheries cooperatives and/or their federations, currently working at these cooperatives and/or federations and who satisfies either of the following qualifications.
 - <a> those who have at least over 5 years of working experience in the business of fisheries cooperatives.
 - those who have the potential to serve in the cooperative sector for at least more than 5 years in the future.

6.3.2 The total number of participants in the seminar held in Sri Lanka was 66 and that of Malaysia was 39.

6.4 Major Points of Methodology

The unilateral one way lecture which often had taken place in conventional training courses was avoided. Instead, emphasis was placed on exchanging of opinions and thinking together among the participants and lecturers on how to strengthen business activities of fisheries cooperatives most fit for the country of host organizations and on how to develop leadership of cooperatives and fishermen.

7. LECTURE SUBJECTS AND LECTURER

7.1 Fishery is an industry, different from agriculture, in which it is very difficult to establish a production plan of target species.

Improvement of living standard of fishermen can be realized through strengthening of fisheries cooperatives businesses and services covering not only the production side of the members but also such other wide range of activities as finance, marketing, distribution and welfare etc.

As to selection of lecture subjects, due consideration was given, from this standpoint, to the themes adopted and utmost care was taken in the selection of the subjects.

In doing so, requests from the host organizations of the seminar, i.e., Sri Lanka Fisheries Cooperative Federation Ltd. and National Cooperative Organization of Malaysia (ANGKASA), were basically accepted, with due considerations given to the opinions of member organizations of the ICA Fisheries committee.

7.2 As regards selection of lecturers, requests from host organizations were basically accepted as stated in 7.1, and in doing so, opinions of member organizations of the ICA Fisheries Committee were taken into due consideration.

7.3 The breakdown of these lecture subjects and lecturers at the seminars in Sri Lanka and in Malaysia is listed respectively in Appendix 12-1.

The seminar text was prepared in Singhalese, English and Japanese in the case of seminar in Sri Lanka while it was prepared in Malay, English and Japanese in the case of seminar in Malaysia.

8. SEMINAR PROGRAMME AND SECRETARIAT IN HOST COUNTRIES

8.1 The seminar programme in Sri Lanka was as in the Appendix 12-2. It was hosted by Sri Lanka Fisheries Cooperative Federation Ltd.. Collaboration was extended from the Ministry of Fisheries of the government of Sri Lanka, Ministry of Cooperatives of the government of Sri Lanka and the Sri Lanka School of Cooperation. Thus the seminar

secretariat system was well organized with the help of these cooperators.

8.2 The seminar programme in Malaysia was as in the Appendix 12-3. It was hosted by the National Cooperative Organization of Malaysia (ANGKASA). Collaboration was extended from the Fisheries Development Authority of Malaysia (LKIM), Cooperative College of Malaysia (MKM) and Food and Agriculture Organization of the United Nations (FAO). The seminar secretariat system was thus organized with the help of these cooperators.

9. DETAILS OF THE RESULT OF THE SEMINAR HELD IN SRI LANKA

The details of the seminar organized by the ICA Fisheries committee in Sri Lanka from November to December, 1987 was as follows.

"Seminar on Leadership for Fishermen and Role of Fisheries Cooperatives in Sri Lanka"

Organizer: The ICA Fisheries Committee
Host: Sri Lanka Fisheries Cooperative Federation Ltd.
Collaborator: Ministry of Fisheries, Sri Lanka, Ministry of Cooperatives, Sri Lanka, and Sri Lanka School of Cooperation
Date: Monday 30th November - Saturday 5th December, 1987
Venue: The Sri Lanka School of Cooperation, Polgolla, Kandy, Sri Lanka (Field study trip to Negombo South Fishermen's Cooperative Ltd.)

Language used: Siaghalese and English

Programme: See Appendix 12-2

Participants: 66 participants

In addition, lecturers and secretariat staff etc. took part in the seminar making the total number present at the seminar 94 (See Appendix 12-2).

9.1 Opening Ceremony

9.1.1 The Opening Ceremony was held at the auditorium of Sri Lanka School of Cooperation on Monday 30th November, 1987 with lighting of traditional lamp and welcome song by girls' chorus, followed by addresses of the organizer, host organization and the Minister of Fisheries, Sri Lanka and so on.

9.1.2 Honourable Festus Perera, Minister of Fisheries, made an opening speech in which he pointed out that in order to develop fisheries in Sri Lanka, it is quite essential to adopt policies in which priority is placed before anything else onto improvement of

standard of living of fishermen. He further emphasized that the only one measure with which to achieve this purpose would be through development and strengthening of fisheries cooperatives. It must be specially noted here that all the participants were deeply moved by his encouraging words.

9.2 Lectures and Group Discussions

9.2.1 Five lectures were given in accordance with the seminar programme, and each of the lectures was followed by group discussion on the subject. These lectures and discussions were conducted in Sinhalese through an interpreter.

9.2.2 After each lecture, the participants were divided into four sub-groups, in each of which a chairman, a rapporteur and an facilitator were nominated. For discussion by each sub-group, appropriate theme for discussion was given by the lecturer.

9.2.3 The results of sub-group discussions were summarized by each rapporteur in Sinhalese and English, which were then integrated into one report on each lecture subject assisted by four chairmen of sub-groups and four facilitators.

As a result, finally there were 20 sub-group reports (four reports of sub-group discussions on each lecture subject x 5 subjects) plus final five reports on five lecture subjects, and each of which was prepared in Sinhalese and English.

9.3 Comments on Group Discussions and Presentation of Discussion Results

On the last day of the seminar, comments were made by the lecturers on their impressions and opinions about the results of discussions which was followed by presentation of discussion results by rapporteur on five lecture subjects.

9.4 Closing Ceremony

The closing ceremony was held at the auditorium of Sri Lanka School of Cooperation on Friday 4th December, 1987 and the certificate of participation in the seminar was presented to each participant.

9.5 Feedback Session (Field study visit to fisheries cooperative)

In order to feedback and examine the results of the seminar, lecturers, participants and secretariat staff made a field study visit to Nogombo South Fishermen's Cooperative Society Ltd., and discussions were held. Opinions and information were exchanged.

It seemed that this session was more beneficial to the lecturers rather than to the participants. This is because the lecturers could have access to the reality of fishermen's problems through the on site study and direct exchange of opinions with the fishermen.

9.6 Result of Group Discussions on Each Lecture Subject (includes recommendations)

The results of group discussions on each lecture subject was as follows.

9.6.1 Result of sub-group discussions

(1) Lecture subject 1. "Leadership in cooperatives"

1 Sub-group A

The following subject was given to sub-group A. for discussion.

<Subject for discussion>

Directors as leaders have an important role to play in the management of the assets and finances of their Co-operative. Explain at least 10 ways in which they can

ensure that the funds and assets are effectively controlled and wisely utilized.

<Composition of sub-group A>

- o Group Leader : T. H. Jinadasa
- o Rapporteur : G. D. A. P. Jayathilaka
- o Facilitator : D. Lokuliyana
- o Group Members :
 1. S.D. Dharamabandu
 2. N.S.M. Manage
 3. P.I.S. Fernando
 4. W.J. Fernando
 5. M.M. Linson
 6. A.A. Silva
 7. B.L. D. Lenus
 8. P.H. Piyathilaka
 9. P.H. Indraratne
 10. D.D.A.P. Jayatilaka
 11. S. Silva
 12. P. Filix Nonis
 13. Malani Ganhewa
 14. B. Fernando
 15. W.D. Cristy
 16. S.C. Dissanayaka

<Report>

- 01 Provide the environment to maintain the books of accounts with the supervision of the Board of Directors and subject to internal control.
- 02 To arrive at Management decisions by control of assets and finances through Budgets and other Plans.
- 03 Protection of Assets through Insurance.
- 04 Select those who should be responsible for assets subject to constant supervision.
- 05 To submit monthly reports on Income and Expenditure and Assets to the Board of Directors for evaluation and take immediate steps on any fraud disclosed.

- 06 To submit a report on a quality test of the assets to the Board every six months and obtain decisions.
- 07 To formulate working rules regarding Funds and other control measures and act accordingly.
- 08 To provide the necessary knowledge and the technical know-how to the respective officers on the maintenance of the assets.
- 09 To take necessary steps to maintain the records pertaining to all assets and safe keeping of deeds, contractual agreements and other documents.
- 10 To appoint qualified persons who can efficiently control the assets and funds of the Society and provide necessary training to them.

2 Sub-group B

The following subject was given to sub-group B for discussion.

<Subject for discussion>

Study the Scenarios on page three, discuss the issues involved and give a detailed answer to the question on page 4. (Sinhala page 3)

<Composition of Sub-group B>

- o Group leader : Gunadasa Liyanage
- o Rapporteur : Bandu Pandigama
- o Facilitator : A. M. Manduma Banda
- o Group Members :
 1. B. Pandigama
 2. J.D.J. Valantine
 3. L. Gunadasa
 4. S. D. Munasinghe
 5. J.P. Jayarathne
 6. K.H. Dharmasena
 7. L.A. Perera
 8. K.S.S. Fonseka

9. S.G.A. Gomis
10. C.M. Nijudin
11. D.M. Sebesthiyan Fernando
12. U.R. Karunawathie
13. H.D.J. Mebal
14. R.K. Chandradasa
15. W.H.F.S. Fernando
16. Peter Lowe

<Report>

The logical and soft manner in which the President talks to the fishermen to provide a positive response attributes to his good quality. This has resulted in a positive response from the fishermen in return.

This has paved the way for the President to show the benefits the member can derive from the society.

The way the President has given the explanations has helped him to win over the confidence of the member towards him and the Society. Therefore the latter is motivated to work with love and understanding in the Society thus changing his former attitude.

The way how the President of the Society speaks to the members will not only motivate the good path, but also publicise the message amongst other members which will help the development. Exemplary work of the President has resulted in the development of the society. We wish to specially appraise the quality of the President, in that he has worked possessing a real background knowledge of the fishermen. The effort taken by the President to explain the priviledges of the members, even though they have followed an incorrect path displays his efficiency and honesty of leadership.

3 Sub-group C

The following subject was given to sub-group C for discussion.

<Subject for discussion>

Can the five principles of Performance Management be applied by Board Members of Fishery Cooperative? If so, give at least two examples of how you as Cooperative Leaders are going to apply each of the five principles when you go back to your Co-operatives after this workshop.

<Composition of Sub-group C>

- o Group Leader : M.S. Nimal Fernando
- o Rapporteur : D. Mercy Fernando
- o Facilitator : N.H.W. de Silva
- o Group Members :

1. W.M.L.A.K.N. de Silva
2. N.J. Dissanayake
3. W.D.A. W. Kosta
4. H.W. J. Priyadarshani
5. M. Sunil
6. A.N. Senarathne
7. W.M.S.S. Peris
8. M.S.N.E. Fernando
9. R.P. Pathmasiri
10. K.N. Ruddrigo
11. D.M. Fernando
12. S. Peris
13. K.M.A.M. Perera
14. W.A.L.A.R. Fernando
15. P. Munasinghe
16. S.K.A.H. Vitharana
17. W. Dackson Silva

<Report>

The Leadership of a Fishery Cooperative is in the Board of Directors. Those who get themselves elected to the Board should have practically experienced the necessary qualities of leadership. If they cannot display good qualities

of leadership it is wrong to appoint them as Directors.

01 Positive Response

It is important to praise and encourage those members who regularly repay the loans taken from the society and advise those who default without harming their feelings.

02 Modelling

<1> Board members have to associate people of different social standards. Therefore they should possess traditionally and socially accepted high qualities. Thus they can set a good example. The directors should further set good examples by being punctual and regularly attending Board meetings. They should also avoid extortion of cash or fish by threats under the influence of liquor.

<2> The members follow the examples of the society's leadership. Their behaviour is closely observed for adoption or criticism. The leadership should display exemplary behaviour, personality, communication skills and capability of advising others.

<3> An effective speaker can always avoid any threats political or otherwise.

<4> The leaders should act with human feelings when they notice any faults or weaknesses in members due to inexperience or ignorance. They should either punish or carefully avoid punishments. For example, if they notice any difficulty of members attending meetings on a particular day they should fix a convenient date after discussing and deciding through amicable means.

<5> An efficient leader should be a good listener. He should be able to clearly express his views. He should possess high qualities of amicable settlement of a member who constantly disturbs or

speaks off the agenda at meetings. He also should encourage discussion.

4 Sub-group D

The following subject was given to sub-group D for discussion.

<Subject for discussion>

Explain which communication skills a Chairman of a Fisheries Cooperative should possess and how he should apply them. Your explanation should be clear and detailed.

<Composition of Sub-Group D>

- o Group Leader : K.L Fernando
- o Rapporteur : P.H. Samarasinghe
- o Facilitator : Mrs. Enid Fernando
- o Group Members :
 1. J. Edirisuriya
 2. W.W. Fernando
 3. P.H. Samarathilake
 4. N.R.W. Mendis
 5. R. Edirisuriya
 6. D.P. Silva
 7. M.B. Gunapala
 8. K.L. Fernando
 9. W.M.D. Fernando
 10. J. Fernando
 11. S.J.H Perera
 12. G.H.K. Sujatha
 13. W.D.T. Fernando
 14. D.W.P. Jayakody
 15. D. Wickrama Kaluthota

<Report>

- 01 The President of a Fisheries Cooperative should be an exemplary person in both his private and public life.
Ex: Whether he is married or otherwise he should be honest and not egoistic.
- 02 In his strategy of getting the members closer to the society he should express pleasant words that will draw their attention.
- 03 In modernising the traditional characteristics of the fishermen the leader should act with foresight and amity.
Ex: If the fisherman displays an unclean appearance, expresses unpleasant words in his close contact with the society, he should be convinced to correct himself through advice and not compulsion.
- 04 If he feels that injustice is done by any disciplinary matters or on matters pertaining to the rights of the members, he should direct the Board to take an independent and justifiable decision,
- 05 The President of a Fisheries Co-operative should not be one who carries out detrimental decisions of politicians but works impartially in accordance with the by-laws of the Society.
- 06 The President of a Fisheries Co-operative Society should be an active fishermen.

(2) Lecture subject 2 "Role of Marketing Business and Supply Business of Fisheries Cooperatives"

1 Sub-group A

The following subject was given to Sub-group A for discussion.

<Subject for Discussion>

What do you think of present state of marketing business of fisheries cooperatives in Sri Lanka?

Particularly, how do you think, should the relationship between primary fisheries cooperatives and their federations be kept concerning the business of marketing.

<Composition of Sub-group A>

- o Group Leader : M.S. Nimal E. Fernando
- o Rapporteur : N.D. Dharmabandu
- o Facilitator : Mr. C. Lokuliyana
- o Group Members :
 1. P.M. Ninudeen
 2. Pilix Nonis P.K.
 3. K. Jayantha Fernando
 4. P.M. Samarathilaka
 5. R.K. Chandradasa
 6. S.K.A.H. Vitharana
 7. M.M. Linson
 8. B.L.D. Lenus
 9. A.J. Nimal de Silva
 10. M. Sunil
 11. T. Peris
 12. D.W. Kaluthota
 13. G.H. Jayathilaka
 14. Liyange Gunadasa
 15. Christy Wijesuriya

<Report>

Present Marketing Position Prevalent in Fisheries Societies

- 01 Prevalent weaknesses in the society.
- 02 Lack of facilities to keep the fish for a longer time.
- 03 Lack of an efficient marketing system.
- 04 Sale of fish being dominated by the private trader who even gives advances.
- 05 Absence of a market in the area.
- 06 The difficulty of facing the strategy of the private trader in the sale of fishing gear.
- 07 Lack of transport facilities.
- 08 The need of training the members in marketing.

- 09 Lack of facilities of processing and technical knowledge.

The relationship between the primary Society and the Federation concerning the business of marketing.

The Federation should provide financial assistance to strengthen the Primary Society.

- 01 Financial assistance is necessary for the following.
- i Buildings.
 - ii Deep freezing facilities.
 - iii Marketing centers.
 - iv Facilities for migrating fishermen.
- 02 i The Federation should provide facilities to get the necessary ice at the proper time.
- ii The Federation should take steps to establish ice plants in places where there is the need.
- 03 i The Federation should implement a systematic programme in places where there are difficulties in selling fish.
- ii The Federation should carry out a systematic programme in collaboration with the Society to relieve the fisherman who has received advances from the private trader thus compelling to sell the produce to the latter. The Federation should open sales points in highly populated areas and other trade complexes.
- 04 i Implement a system to provide fishing gear and spare parts to the Societies at reasonable prices.
- ii As a preliminary step the Federation should open a Sales shop at its head-office.
 - iii The Federation should import fishing gear and spare parts so that it could sell at a subsidised price to the Societies.

- 05 The Society or the Federation should be provided with Transportation facilities.
- i Fish.
 - ii Fishing gear
- 06 The Federation should provide training and education on Marketing.
- 07 Provide the know-how regarding the processing - by products.
- i Production of dried fish, maldive fish and salted fish.
 - ii Smoking facilities
 - iii Annual food
- The women could be engaged in the above activities thus solving the economic problems of the family.

2 Sub-group B

The following subject was given to sub-group B for discussion.

<Subject for discussion>

How, do you think, you can strengthen and expand the scope of marketing business of fisheries co-operatives?

<Composition of sub-Group B>

- o Group Leader : D.W.D. Jayakoddy
- o Rapporteur : N.J. Dissanayaka
- o Facilitator : Mr. A.M. Maddumabanda
- o Group Members :
 - 1. W.H.F.S. Fernando
 - 2. W.M. Sebasthian Fernando
 - 3. P.H. Indrarathne
 - 4. R.N.W. Mendis
 - 5. R.P.Padmasiri
 - 6. A.L.A. Perera
 - 7. S.D. Munasinghe
 - 8. Malani Gamhewa

9. Mary Hysinth
10. K.M.A.M. Perera
11. T.H. Jinadasa
12. A. Nimaisiri Senarathne
13. W.M.D. Fernando
14. W. Dackson Silva
15. A.A. Silva

<Report>

Presently there is no planned marketing system in the Fisheries Cooperatives. The existing system is the auctioning or exchange through the middlemen till the produce reach the consumer.

We therefore propose the following measures to strengthen the marketing system.

- 01 The fisheries produce should be graded as soon as it is brought to the shore. Those required for baits and those that are decayed should be separated and the balance produces should be systematically packed.
- 02 Before transporting the produce for distribution the marketing conditions and consumer preference should be carefully studied.
- 03 Decide on the varieties of fish that should be transported to different areas and take quick action for speedy transportation.
- 04 The produce that should be dried and salted should be used for that purpose. Further, fins, intestines, eggs etc. which could be used as by-products should be dried or smoked.
- 05 The produce that needs further processing should be sent for such purposes, such as crabs, lobsters, shrimps etc.
- 06 The produce that is demanded by hotels and the international markets should be processed and quickly disposed.

In order to strengthen the marketing as mentioned above the following also should be taken into consideration.

- In order to maintain the fish productions in fisheries societies at the maximum level, facilities like finance (credit), oil, nets and other fishing gear should be available.
- Process the excess production in the coastal areas.
- Provide collective sales and avoid individual sales as far as possible.
- The society should be provided with vehicles equipped with freezers and other freezing facilities.

3 Sub-group C

The following subject for was given to sub-group C for discussion.

<Subject for discussion>

What specific items do you think you should deal with in supply business of your fisheries cooperatives in order to strengthen the services and secure better utilization, by the members, of their services?

<Composition of Sub-group C>

- o Group Leader : J. Edirisuriya
- o Rapporteur : U.R. Karunawathie
- o Facilitator : Mr. A.B. Bulathgama
- o Group Members :
 1. J. Edirisuriya
 2. C.I.S. Fernando
 3. B. Pandigama
 4. J.D. Jayarathne
 5. W.D.A.W. Kostha
 6. W. Peter Lowe
 7. K.M. Ruddrigo
 8. W.A.L.A. Ranjani

9. M.B. Gunapala
10. P.H.K. Sujatha
11. S. Arulanandam
12. U.R. Karunawathie
13. .D.A.P.Jayathilaka

<Report>

In order to render a better service to the members the Fisheries Co-operative Societies should focus their attention on main sectors of Supply.

- 01 Fishing Gear and Equipment.
- 02 Marketing.
- 03 Security.
- 04 Sustenance and Welfare.

01 Fishing Gear and Equipment

Provide the following to the fishermen.

- i Fishing Machinery.
- ii Nets, Fishing gear and equipment.
- iii Oil and lubricants.
- iv Maintenance and Repaires.

02 Marketing

- i Provide ice to protect the fish from decay when they are being brought from the deep sea.
- ii Provide warehousing facilities till the catch is marketed.
- iii Provide packages for transporting fish.
- iv Provide the necessary facilities of processing such as drying, making maldive fish. ... etc.

03 Security Measures

- i Provide life saving equipment.
- ii Compass
- iii Equipment that indicate dangers.
- iv Sails.

04 Sustenance and Welfare

- i Provide food and other materials necessary for fisher families.
- ii Credit facilities.
- iii Pre-school for their children and other equipment.

4 Sub-group D

The following subject was given to Sub-group D for discussion.

<Subject for discussion>

Necessity of women's participation in the field of marketing and supply business of fisheries cooperatives. Please give concrete examples and ideas on how women in fishing communities can take part in the marketing as well as supply business of fisheries cooperatives. In addition please give the reasons for that. Why women's group activities need to be increased?

<Composition of Sub-group D>

- o Group Leader : G. Selin Silva
- o Rapporteur : H.W.J. Priyadarshani
- o Facilitator : Mrs. Enid Fernando
- o Group Members :
 - 1. S.G. Gomas
 - 2. W.M.S. Peris
 - 3. K. Dharmasena
 - 4. P.P. Silva
 - 5. K.L. Fernando
 - 6. W.D.T. Fernando
 - 7. Mercy Fernando
 - 8. M.D. Mebal
 - 9. P. Munasinghe
 - 10. J.D.J. Valantine
 - 11. W.J. Fernando

<Report>

Equal opportunities should be provided to women in the marketing and supply activities of the society. The women can be associated in the marketing in fisheries societies as follows. If women could be engaged in the administration of fisheries societies, marketing could be run efficiently. As the women perform better in conversing politely to the employees and motivate them they could promote better marketing.

The society can employ women to sell the produce purchased from the fishermen. By employing more talkative women for selling and by employing women in the fish stalls run by the Society an effective and profitable sale could be done while minimising the leakages. If handsome and talkative women could be employed the consumer undoubtedly will be a regular customer.

If you look at from the fishermen's point of view he is too tired and is not in a position to sell fish. At this stage the women can protect him from the trader whose motive is to purchase fish at a low price. In every family there are women like the mother, sister and the wife and it is necessary to get their assistance in what so ever way. The women can be thrifty and also take action to repay the loans promptly. From the society's point of view if women can be appointed as General Managers or debt recovering officers they could do a more efficient job. The reason is that they can speak politely and convince the member.

The women can assist the fishermen in processing the excess produce by making dried fish, salted fish or maldive fish. Let us see how women could assist in the supply sector. They could perform a better job in this respect. They can produce nets or repair them thus saving the precious time of the fishermen who could rest. It is the wife of the fisherman who could get loans in times of need when he is short of money for purchasing diesel etc.

thus encouraging the husband to go to the sea.

It is the women who could save and maintain a regular and continuous economic standard even in times of rough seas when the men are unable to go to their job.

Thus women should establish women's Organizations and assist their husbands in their domestic affairs and also in the Society in its day to day activities.

(3) Lecture subject 3 "Credit Business of Fisheries Cooperatives and its Management"

1 Sub-group A

The following subject was given to sub-group A for discussion.

<Subject for discussion>

What role does the credit business activities of fisheries Cooperative play in the Cooperative movement?

<Composition of Sub-group A>

- o Group Leader : B.L.D. Leenas
 - o Rapporteur : Malani Gamhewa
 - o Facilitator : D. Lokuliyana esq.
 - o Group members :
1. L.A. Perera
 2. W.M. Sebasthian Fernando
 3. S. Arulanandam
 4. J.H. Jinadasa
 5. N.D. Dharmabandu
 6. P.H. Indrara
 7. B. Pandigama
 8. P.I.S. Fernando
 9. W.D. Christy
 10. B.L.D. Leenas
 11. M.M. Linson
 12. Malani Gamhewa

13. H.D. Mebal
14. J.P. Jayaratne
15. Liyange Gunnadasa

<Report>

01 Identify the credit needs:

It shall be done in two ways.

- i Credit needed for society's affairs.
- ii Credit required for members needs.

Attention should be paid to the following in identifying the credit needs.

- i Credit required by the society for:
 - a. Buildings
 - b. Oil and warehousing facilities
 - c. Transportation facilities
 - d. Marketing
- ii Credit required by the members for:
 - a. Vessels, nets and fishing gear
 - b. Personal loans - Housing water Latrines etc.
 - c. By-products

02 Approval of credit limits:

- i Consider the credit needs and approve the maximum credit limit. (This should be done by the General body)
- ii Approval of the individual credit limit.

03 Planning credit:

- i The credit needs identified should be incorporated in the future plans and estimates.

04 The method of obtaining loans required by the society and discuss with the funding institutions.

The following should be taken into consideration.

- i Commercial banks.
- ii Fisheries and other Departments.
- iii Fisheries Federation.
- iv Voluntary Organizations.
- v Foreign Institutions.

vi Other financial Institutions

vii Commence Savings and utilize such money for given loans.

- 05 The Board of Directors should decide the Credit Policy.
- 06 Action taken to maintain the accounts of the Society.
- 07 Action taken to recover overdue loans.
- 08 Develop the business activities of the Society to the satisfaction of the lending institutions.
- 09 Provide training to members and employees regarding loan facilities.
- 10 Submit loan applications for loans required by the society through this board of Directors to the lending institutions.

2 Sub-group B

The following subject was given to sub-group B for discussion.

<Subject for discussion>

Give the reasons why we need to promote savings activities?

<Composition of Sub-group B>

- o Group Leader : A.A. Silva
- o Rapporteur : W. Marry Hysinth
- o Facilitator : N.H.W. de Silva esq.
- o Group Members :
 1. W. Marry Fernando
 2. U.R. Karunawathie
 3. A.A. Silva
 4. J.C.J. Valantine
 5. P.D.A.P. Jayathilaka
 6. S.D. Munasinghe
 7. Sebasthian Fonseka
 8. K.H. Dharmasena

9. R.K. Chandradasa
10. P. Ninadeen
11. G.H. Piyathilaka
12. N.S.N. Mannage
13. W.J. Fernando
14. P.K. Pilix Nonis
15. W.H.S.S. Fernando
16. S.C. Dissanayake
17. W. Peter Lowe

<Report>

- 01 To promote thrift and savings among members which is one of the objectives of the Society.
- 02 To increase the owned capital in order to fulfil the financial needs of the Society. External loans could be thus reduced.
- 03 Promote the Savings concept among the children of the members.
- 04 Decentralise the members surplus funds in the Society's area of operation.
- 05 To provide subsidies or loans during the period of monsoons when the fishermen are unemployed.
- 06 To create a fund through member deposits by which loans could be granted to the members at low interest rates.
- 07 The dividends on the funds accumulated with the members deposits to be either distributed among the members or utilized in the society with their approval.
- 08 To establish mutual confidence between the Society and the members.
- 09 To strengthen the Societies assets through loans obtained from external resources.
- 10 To Contribute to the National Development Fund through Co-operatives.

3 Sub-group C

The following subject was given to sub-group C for discussion.

<Subject for discussion>

How and in what way should the relationship between credit business of fisheries Co-operatives and women's group activities be developed?

<Composition of sub-group C>

- o Group Leader : S. Peris
- o Rapporteur : Ranjani Fernando
- o Facilitator : Mr. A.B. Bulathgama
- o Group Members :
 1. N.G. Dissanayake
 2. W.D.T. Fernando
 3. N.K.A.H. Vitharana
 4. J. Edirisooriya
 5. H.W.A. Priyadarshani
 6. B.H. Samarathilaka
 7. M.B. Gunapala
 8. W. Mervin Senarah
 9. D.W. Kaluthota
 10. Nima E, Fernando
 11. K. Nelin Ruddrigo
 12. R. Edirisuriya
 13. W. Daglas Fernando
 14. Nimalsiri Senarathne

<Report>

In order to promote this relationship the women of those families engaged in fishing should be provided with the facilities of enrolling themselves as members of fisheries Co-operatives.

If there are any legal obstacles, they should be removed by amending the by-laws.

In order to improve the economic position of the fisheries families, those women who have been enrolled as members should be provided with credit facilities to engage themselves in self employment.

They should be given a training in relation to the activity they engage under self employment.

Priority regarding loans should be given on the basis that they engage in the activities and their contribution to the society.

Formulate the activity plan of production, marketing etc. in the self employment programme for women.

Increase the women participation in those committees which recover the loans.

Promote women in Savings activity. Increase the women's contribution in Welfare activities of fisheries Co-operatives. (Ex. Pre-schools)

4 Sub-group D

The following subject was given to sub-group D for discussion.

<Subject for discussion>

What kind of measures should fisheries cooperatives take in order to meet the members requirements for funds (finance)?

<Composition of sub-group D>

- o Group Leader : G.H.K. Sujatha
- o Rapporteur : U.A. Alexander
- o Facilitator : Mrs. Enid Fernando
- o Group members :
 1. Jayantha Fernando
 2. D.W.P. Jayakody
 3. D. Mercy Fernando
 4. H.A.M. Perera
 5. P. Munasinghe

6. R.P. Pathmasiri
7. A.J. Nimal de Silva
8. W. Dackson Silva
9. B. Peter Silva
10. W.D.A. Wijesena Kostha
11. N.R.W. Mendis
12. K.L. Fernando
13. G. Selin Silva

<Report>

The group accepts the fact that the members of a fisheries society have financial needs.

The finances are needed for fishing gear, vessels, oil, advances etc. If the society is not on a sound financial position the society should try to obtain funds.

Therefore the society should get the share capital, members deposits, financial assistance from outside loans, from the Department and finally Bank loans.

Measures to be taken:

- 01 Members should be fully qualified.
- 02 They should have the capacity to repay.
- 03 They should be persons who have not defaulted.
- 04 They should be willing to sell their produce through the Society.

(4) Lecture subject 4 "Welfare and Mutual Insurance for Fishermen"

1 Sub-group A

The following subject was given to sub-group A for discussion.

<Subject for discussion>

What do you think of present state of insurance business in Sri Lanka?

<Composition of sub-group A>

- o Group Leader : J.P. Jayarathne
- o Rapporteur : M.M. Linson
- o Facilitator : Mr. D. Lokuliyana
- o Group Leader :
 1. P.I.S. Fernando
 2. Bandumathi Pandigama
 3. P.H. Indrarathne
 4. S.D. Dharmabandu
 5. T.H. Jinadasa
 6. Malani Gamhewa
 7. H.D.J. Mebal
 8. S. Arulanandam
 9. B.L.D. Linas
 10. W.D. Christy
 11. L.V. Perera
 12. D.M. Sebasthian Fernando
 13. Liyanage Gunadasa

<Report>

Present Systems of Insurance for the Fishermen:

1. Insurance of Engines and Fishing gear.
 2. Insurance against Theft and riots.
 3. Life Insurance.
 4. Insurance of buildings.
- 01 Though the above systems of insurance is available we cannot be satisfied as there are many drawbacks. It is difficult to get compensation when boats and crew meet with any disaster in the sea.
- 02 Though a boat is insured under the prevalent system, no compensation is paid under riots or theft. Therefore compensation should be paid under all circumstances.

- 03 Difficulty in getting compensation money. Much time has to be spent in getting reports from hospitals in regard to accidents.
- 04 If fishing gear are lost in the sea it takes nearly 6 months to 1½ years to get compensation.
Ex: If a net is destroyed the fisherman may not get compensation in a short time and he is left without any employment.
- 05 The present annual insurance premium for a fisherman is Rs. 40/=. There should be a long term insurance scheme.
- 06 The members should be given an education on the prevalent insurance schemes.
- 07 The Insurance corporation imposes strict rules and regulations and demands various documents when claims are presented and this is greatest obstacle that discourages the members.
- 08 As there is only one assistant engineer in a fisheries district his services cannot be enlisted at short notice. Therefore an alternative method should be adopted.
For example: There is a need to get a certificate from him to insure a boat.
- 09 75% compensation is paid for boats that meet with accidents and this is a loss to him. he should be paid full insurance.
It is essential to adopt the same system of compensation paid for inland vehicles.

2 Sub-group B

The following subject was given to sub-group B for discussion.

<Subject for discussion>

In what way do the people in fishing communities of Sri Lanka "help each other"? What is the system of insurance

in Sri Lanka? Give problems if any.

<Composition of Sub-group A>

- o Group Leader : K. Sebasthian Forseka
- o Rapporteur : J.D.J. Valatine
- o Facilitator : Mrs. Enid Fernando
- o Group Members :
 1. S.D. Munasinghe
 2. S.C. Dissanayaka
 3. M.S.N. Manage
 4. W. Joseph Fernando
 5. A.K. Palis Nonis
 6. Peter Lowe
 7. P.D.A.P. Jayathilaka
 8. U.R. Karunawathie
 9. Mary Hisinth
 10. K.H. Dharmasena
 11. P.H. Piyathilaka
 12. P. Nijudeen
 13. A.A. Silva
 14. W.H.I.S. Fernando
 15. K. Sebasthian Fonseka
 16. K.D.J. Valantine

<Report>

- 01 The fishermen is a person who worked in Cooperation with others from inception. He has to do his job in the sea.
- 02 The fisherman should help each other in repairing fishing gear and boats.
- 03 When the fishermen are in distress in the sea they help each other even if they are not known.
- 04 Where there are no fisheries harbours the fishermen seek the assistance of others in order to shift the boats to the shore.

- 05 They further show their mutual cooperation when they shift from their area of operation to another area or face any danger or disaster in the sea.
- 06 To provide knowledge of the behaviour of fish in the sea and other geographical information to the fishermen.
- 07 To have a knowledge on the changing price structure of fishing gear and convey the information to the fishermen.
- 08 To protect against the new employment methods as against their traditional methods of employment.
- 09 To provide free training those new entrants to the fishing industries.
- 10 Among members if a family member needs the assistance of others prompt cooperation is given to them.

Insurance Method in Sri Lanka

- 01 All boats engaged in fishing in the coastal areas of Sri Lanka should be registered.
- 02 All equipment, crew and the boat should be insured and necessary legislation should be formulated to this effect.
- 03 Even those fishermen who do not possess diesel engines should be insured with their boats.
- 04 Those who need to insure their fishing gear or boats should pay 5% on the cost and if they need to insure fishing machinery and engines 1.74% of the cost of both should be paid as the premium.
- 05 A fisherman can get an insurance policy by paying Rs.40/= as the premium. Even if their boats are not insured they can get compensation in the event of distress. For this purpose they can get an insurance policy on the recommendation of an officer of the Ministry of Fisheries. They should be insured in either of the two state sponsored Insurance Corporations.

Present Problems in the Insurance System

- 01 The Insurance Corporation has not correctly identified the fisherman.
- 02 When claiming insurance a report regarding the disaster should be obtained from the police and the Fisheries Ministry and submitted to the Insurance Corporation. Some fishermen give contradictory reports on which the Insurance Corporation refuses to pay compensation.
- 03 The fishermen are reluctant to attend training classes conducted by the Ministry to enlighten them on such matters.
- 04 Not much publicity is given by the Insurance Institutions on insurance of fishermen.

3 Sub-group C

The following subject was given to sub-group C for discussion.

<Subject for discussion>

How do you think of the mutual insurance system of fisheries Cooperatives? Do you think it is necessary in Sri Lanka? If yes, give the reasons and the desirable form of insurance system of fisheries cooperatives which should be introduced in Sri Lanka?

<Composition of sub-group C>

- o Group Leader : W.M.S.S. Peris
- o Rapporteur : W. Daglas Fernando
- o Facilitator : Mr. A.B. Bulathgama
- o Group members :
 1. H.W.J. Priyadarshani
 2. N. Dissanayake
 3. P.H. Samarathilaka
 4. D.W. Kaluthota
 5. M.S. Nimal Fernando

6. A. Nimalsiri
7. K. Nalin Ruddrigo
8. S. Peris
9. W.D.T. Fernando
10. W.A.L. Ranjani Fernando
11. S.K.A.. Vitharana
12. J. Edirisuriya
13. Rethnapala Edirisooriya

<Report>

Today two insurance institutions sponsored by the State cover insurance in Sri Lanka. In insuring with these institutions we find that they alien and are not too close to the Cooperative sector. A mutual insurance scheme organized by the Fisheries Cooperatives will be closer thus narrowing the gap. Therefore a cooperative insurance scheme is a necessity today.

Sri Lanka needs a Mutual Insurance Scheme for the following reasons.

1. Efficiency of Insurance.
2. All those who are associated in Fisheries Societies can be insured under this scheme.
3. Avoid undue delay of paying compensation.
4. Administrative delay and other problems faced by those who seek insurance could be avoided.
5. The Society could be an agent of the Insurance Organization thus avoiding the middleman.
6. Today the Insurance companies create money with that paid by those insured.

The opportunity could be afforded to the Society. Through this Mutual Insurance scheme the fisheries cooperative could introduce the following insurance schemes.

1. Personal Insurance
2. Group Insurance

3. Insurance of Vessels and Fishing Gear.
4. Insurance of Fishermen's houses.
(against fire, theft, floods and other natural disasters)
5. Welfare Insurance for pensioners.
6. Marketing Insurance (Warehousing decay)

The following are the reasons to propose the above insurance schemes.

- Protection of fishermen and the security of all persons engaged in the cooperative fisheries industry and the equipment preserved by them.
- Avoid the delay in paying the insurance premia and facilities provided to pay them in time.
- To provide an efficient service to those insured by getting quick information regarding accidents, and prepare estimates.
- Implement an efficient and successful insurance policy and develop membership.

4 Sub-group D

The following subject was given to sub-group D for discussion.

<Subject for discussion>

What kind of problems do you think there are in the implementation of insurance of fisheries cooperatives in Sri Lanka?

<Composition of Sub-group D>

- o Group Leader : Mercy Fernando
- o Rapporteur : A.J. Nimal de Silva
- o Facilitator : Mr. M.P.J. Fernando
- o Group members :
 1. W.M.L.A.K.N. de Silva
 2. W.D.A.W. Kostha
 3. H. Sunil

4. W.M.S.S. Peris
5. R.P. Padmasiri
6. W.H. Fernando
7. K.M.A.H. Perera
8. P. Munasinghe
9. W. Dackson Silva
10. W.D. Fernando
11. N.R.W. Mendis
12. D.P. Silva
13. K.L. Fernando
14. J. Fernando
15. G.H.K. Sujatha
16. D.W. P. Jayakody

<Report>

Problems

- 01 The delay in paying compensation and the unsatisfactory conditions enforced the insurance organizations on persons insured.
- 02 In insuring a boat supplied by the Fisheries Secretary on Credit, the officer who has to submit a report on the estimates has to be paid Rs. 75/=.
Ex : - Even if there are 10 boats he has to be paid Rs. 750/= at the rate of Rs. 75/= per boat.
- 03 All documents relating to insurance and insurance deeds are not prepared in Sinhala.
- 04 In times of a calamity the fishermen do not have any knowledge of reporting to the police or the Grama Sevake. (village officer)
- 05 No credit insurance scheme is operating in Sri Lanka today.

(5) Lecture subject 5 "Cooperation in Fisheries in Sri Lanka - A Cooperative Approach with some selected South East Asian Countries -

1 Sub-group A

The following subject was given to sub-group A for discussion.

<Subject for discussion>

What is the importance of repayment of institutional finance by Fishermen's Cooperative Society of Sri Lanka?

<Composition of Sub-group A>

- o Group Leader : W.J. Fernando
- o Rapporteur : H.W.J. Priyadarshani
- o Facilitator : D. Lokuliyana esq.
- o Group membres :

1. N.D. Dharamabandu
2. T. Anthoni Silva
3. T.I.S. Fernando
4. M.M. Linson
5. B.L.D. Lines
6. W.S.F.H. Fernando
7. N.H.S. Mannage
8. A.N. Senarathne
9. M.S.S.E. Fernando
10. W.M.L.A.K.S. de Silva
11. W.D.A.W. Kostha
12. H. Sunil
13. N.J.Dissanayaka

<Report>

01 It is the responsibility of the Board of Directors to act according to the by-laws and other contractual agreements of the Society. It is the function and

- responsibility of the Board to pay back the loans obtained from the lending institutions on time.
- 02 The credit transactions of a society are based on the confidence of members. It is the duty of the members to establish that confidence. Therefore all loans should be paid on time.
 - 03 The society has to obtain loans from various institutions. Those institutions give loans after considering the past payment in accordance with the agreement. Therefore it is very essential to repay such loans without falling into arrears.
 - 04 If the society defaults or delays it will be an added cost to the society. This cost could be controlled by paying back loans on time.
 - 05 If there are overdue loans it is difficult to get the approval of the ACCD (Assistant Commissioner) when the society intends to get loans, purchase assets or distribute profits.
 - 06 It is necessary to pay the loans timely so that no legal action would be taken by lending institutions.
 - 07 If the society pays the loans received regularly, it can give loans to more members and the example taken by the society would be followed by the members.
 - 08 With loans taken and repayment the society can get more loans and thereby expand its trading activities.

2 Sub-group B

The following subject was given to sub-group B for discussion.

<Subject for discussion>

If a proposal is made to formulate new legislation for Fishermen's Cooperative Societies of Sri Lanka what important aspects should be included in such legislation?

<Composition of sub-group B>

- o Group Leader : N. Ruddrigo
- o Rapporteur : G. Selin Silva
- o Facilitator : Mr. A.M. Maddmabanda
- o Group members :
 1. P. K. Gonis
 2. D. Mercy Fernando
 3. W.A.L. Ranjani Fernando
 4. Malani Ganhewa
 5. K.N. Ruddrigo
 6. Matlin Perera
 7. W.M.H.B Fernando
 8. T. Peris
 9. G.H. Piyathilaka
 10. P.D.A.P. Jayathilaka
 11. P.H. Indrarathne
 12. P. Munasinghe
 13. S.K.A.H. Vitharana
 14. R.P. Pathasiri
 15. Kristy Wijesooriya

<Report>

- 01 In administering the Fisheries Societies it is more useful if on organization.
i.e. The Department of Cooperative Department or the Ministry of Fisheries do it instead of combining with the two.
- 02 There should be separate banking system for the Fisheries societies.
- 03 There should be a compulsory insurance scheme., like the Agriculture insurance.
- 04 When nominated members to the Board of Directors of a Fisheries Society they should be selected from the membership.
- 05 If separate legislation is proposed, it should incorporate a pension scheme.

06 All fishermen of Sri Lanka should be a member of a
Fisheries Cooperative

3 Sub-group C

The following subject was given to sub-group C for
discussion.

<Subject for discussion>

Clarify whether priority should be given for large primary
societies or small rural based societies in the prepara-
tion of Cooperative policy for the fishing industry.

<Composition of Sub-group C>

- o Group Leader : S.D. Munasinghe
- o Rapporteur : Rathnapala Edirisooriya
- o Facilitator : Mrs. Enid Fernando
- o Group members :
 1. T.H. Jinadasa
 2. B. Pandigama
 3. Liyanage Gunadasa
 4. J.P. Jayarathna
 5. L.A. Perera
 6. S.D. Dissanayake
 7. J.D.J. Valantine
 8. K.H. Dharamasena
 9. K.S.S. Fonseka
 10. J. Edirisooriya
 11. E.H. Samarathilaka
 12. S.B. Gunapala
 13. W.H.D. Fernando
 14. S.J.S. Perera
 15. W. Dackson Silva

<Report>

- 01 Those societies that were prevalent prior to the reorganization in 1972 were able to achieve the aspirations of the members and were useful to the members.
- 02 In administering a primary society, the village level society has no representation and as Board members are sometimes appointed on political grounds there can be corruption which was not prevalent in the village society then. This has proved that the village society was useful.
- 03 As the mutual cooperation of the members of village level societies could be continued without any interruption the society could supply the facilities to those members who deserve them.
- 04 As the Fisheries societies are supplied credit by the Ministry of Cooperative it is necessary to enlist the cooperation of the officials of the Ministry. The assistance of the officials of the Department of Cooperative Development is necessary for audit.
- 05 As the membership of a small society is limited, credit and other facilities could be easily supplied. A member of a large primary cannot afford to have such expectations.
- 06 It is easy to identify active members in a small society and give priority.
- 07 Administration of a small society is easy as the area of operation and the membership is small.
- 08 A village society does not require large scale building facilities and many employees.
- 09 As members of several village level societies constitute the membership of a primary society there can be much differences of opinion. This problem does not arise in a village society.
- 10 The Cooperation and confidence shown by a member of a small society is more when compared to that of a primary society.

4 Sub-group D

The following subject was given to sub-group D for discussion.

<Subject of discussion>

Out of a total active fishermen population only 1/3 has obtained membership in fishermen Cooperative Societies. What are the reasons for this?

<Composition of Sub-group D>

o Group Leader : D.M. Sebasthian Fernando

o Rapporteur : S.G.A. Gomas

o Facilitator : Mr. N.H.W. de Silva

o Group members :

1. W. Mervin Peres.
2. W. Peter Silva
3. W. M. Sebasthian Fernando
4. D.W.P. Jayakody
5. K. Liyon Fernando
6. W. Kaluthota
7. R.K. Chandradasa
8. S. Arulanandam
9. W.D.T. Fernando
10. N.R.W. Mendis
11. U.A. Alexandar
12. K. Jayantha Fernando
13. U.R. Karunawathie
14. G.H.K. Sujatha
15. H.C.J. Mebal
16. W.P. Lowe
17. S.G.A. Gomas
18. P. Ninanudeen

<Report>

01 Members needs not fulfilled by the Society.

02 Due to the reorganization in 1972 the members needs are not fulfilled.

- 03 Members are dissatisfied as the Societies try to fulfill the needs of the politicians.
- 04 Though the societies had relations with the members, women were not associated with them.
- 05 The poor salaries of the employees have discouraged them to engage themselves in member promotion and publicity.
- 06 People are not enlightened on the advantages of Collective Organizations like the Cooperative society.
- 07 Poor administration of Fisheries Societies.
- 08 By-laws have not changed with times.
- 09 Poor training activity.
- 10 Absence of incentives for promotion of welfare activities or profit distribution in Societies.

9.6.2 Report of summary of group discussions on each lecture subject
(includes recommendations)

(1) Lecture subject 1 "Leadership in Cooperatives"

Leader Mr. Iven Sarathchandra Fernando

Facilitator : Mr. A.M. Madduma Banda

<Report>

The result of discussions concerning lecture subject 1 was summarized by each sub-group and presented as follows.

1 The role of the Members of Board of Directors in the Management and Control of finances and Assets of Cooperatives

Having carefully considered the important role of Cooperative Board of Directors in the management and control of the finances and assets of their cooperatives, this group strongly suggests that Board members should do the following to ensure that cooperative assets are effectively controlled and funds wisely utilized:

- 01 Appoint competent and honest personnel capable of managing and maintaining the assets of the cooperatives efficiently
- 02 Formulate rules and procedures relating to the management and maintenance of assets and ensure that such rules and procedures are followed
- 03 Ensure that members of Board as well as the staff are provided with regular training in the control and maintenance of assets.
- 04 Board members as well as management should be honest and dedicated to the Cooperative and refrain from allocating to themselves honoraries allowances or other benefits that are not approved by the members General Meeting, or such as would strain the resources of the Cooperative

- 05 With the assistance of the manager and other technical personnel, draw up suitable and realistic plans and budgets for approval by members' General Meeting
- 06 Check regularly and ensure that plans and budgets approved by the General Meeting are adhered to and that they are not deviated from without the knowledge and approval of the board and or the General Meeting
- 07 Insist and see to it that appropriate books of accounts and other records are accurately up-to-date all the time
- 08 Insist and ascertain that monthly reports on income and expenditure, as well as accurate reports on assets and liabilities are submitted to the board each month
- 09 Ensure that accurate trial balances are produced regularly as stipulated in the cooperatives rules
- 010 Before any payment is made documents relating to the payment must be verified by a member or members of the Board. Only when the Board member is satisfied as to the genuineness of the payment can he give approval for it to be effected
- 011 Insist that once money is received whether in cash or cheque it should be banked immediately
- 012 Payments by cheque should be countersigned by a member of the Board
- 013 Ensure that adequate insurance cover is provided for the cooperative's assets against damage or loss
- 014 Any act of dishonesty or misuse of the Cooperative's funds or assets should be dealt with most drastically and immediate corrections made without delay. In this instance performance management principle number 4 (Providing Punishment) may be applied without hesitation
- 015 Where loans are involved, the Board should ensure that those to whom loans are granted are honest people capable of repayment. The Board must

constantly follow-by loan holders to ensure that the loans are appropriately being used for the purpose they were meant and that there is no defaulting.

- 016 Before investing the society's funds into any enterprise the Board must carefully consider the short and long term benefits of such investment and, if necessary, seek the advice and guidance of experts. Even when feasible, such investments must firstly be approved by members at their General Meetings.
- 017 Insist and ensure that the premises of the Cooperative are kept clean and orderly and that equipment is serviced regularly to reduce wear and tear.
- 018 Take part in physical stock and inventory taking and verify quantity and quality of stocks and assets
- 019 Verify, approve or disapprove (as the case may be) acquisition or disposal of assets.

2 Positive Response in cooperative leadership

The group made a careful study of the two scenarios given in Mr. Sam Mshiu's paper and concludes as follows:

Scenario 1:

This Chairman of a fishery cooperative is aggressive and authoritarian. He does not show sympathy for the erring members, nor does he bother to find out his problems. He is, in fact, threatening the member with expulsion by remarking that the cooperative "can't tolerate" such members. This Chairman is providing a "Negative Response" instead of a positive one.

Because of the Chairman's harsh and irrational response, the erring member is annoyed and is trying to defend himself and restore his dignity by stating his basic liberties and pointing out the weakness of the cooperative. This member is very likely to withdraw from the coopera-

tive and probably take a few other members with him in the process.

Scenario 2:

This, in the opinion of the group, is a very positive response from a Chairman who, is both intelligent, calm, judicious and diplomatic. Unlike the first Scenario, the chairman here does not accuse or even give any hint of blaming the member-fisherman for selling his catch outside the cooperative. He starts with a friendly greeting (a good gesture in positive response!). He then proceeds to express his concern for the members problems. (We think that any good leader should be concerned with his people's problems). Not only is the Chairman concerned about the problems of the member; he knows that the member very well. (We think a good leader should have a good knowledge of his people).

Because of the friendly approach of the Chairman, the member is confident enough to explain his problem. The Chairman does not show anger, nor does he appear disturbed by the member for acting the way he has. Instead, he patiently explains why the cooperative pays less than the private dealers, but also the other advantages that the cooperative offers to make up for its low prices. Here the Chairman is actually playing the role of a teacher. He is teaching the member something he did not know and like a good teacher, he does this very effectively. We think after such a positive approach this member is very likely to reconsider his position and resume his dealings with the cooperative instead of private entrepreneurs. In conclusion we think that the behaviour of the Chairman in the first scenario was bad one which we as leaders should avoid at all times. On the other hand, the behaviour in the second scenario is an excellent one. As cooperative leaders we should follow the example in the second scenario in order to provide good guidance and get the best actions and behaviour from those we lead.

3 Performance Management Principles

To start with we think that leadership in fishery cooperatives is in the hands of Board of Directors and the professional management. Those who get elected to the Board must have practical experience and the necessary qualities of leadership. If these qualities are absent, then they should not be elected to leadership positions at all.

Having discussed the five principles of Performance Management, we, the group members consider all of them most suitable and applicable to the leadership of fishery cooperatives. Upon returning to our Cooperatives after the workshop, we intend to apply these principles as follows:

(a) Positive Response

- Providing encouragement, showing appreciation and making positive remarks whenever a member or an employee performs well
- Providing guidance whenever and wherever it is needed as long as we are competent to do so
- showing sympathy for other people's concerns and problems and devising ways of attending to them.
- Be friendly and helpful to those we lead
- Refrain from arrogance, hot temper, prejudice and superiority.

(b) Modelling

In order to set a good example to cooperative members and all those whom we lead, we must act, behave and conduct ourselves in an exemplary manner. In particular we must be:

- Honest and loyal to our cooperative and its members
- Hard working and dedicated
- Willing to help, advise and guide

- Refrain from making negative and malicious statements about the cooperative or the people involved in it
- Refrain from favouring ourselves, our relatives or friends using our position as leaders
- Try hard to acquire knowledge, ideas and skills and share these with others
- Strive to maintain harmony and good understanding amongst the members and the staff and between the cooperative and the general public
- Use our position as leaders prudently and judiciously for the good of the cooperative.

(c) Removing Obstacles

As leaders we shall strive to identify and seek ways of removing those obstacles which hinder members, employed personnel and our fellow leaders from performing as desired. Where because of our own limitations we are unable to remove such obstacles, we shall seek assistance from other sources capable of removing or reducing obstacles.

(d) Providing Punishment

We consider punishment as a deterrent, but we are also aware of the negative effect it can give. Its application should be considered as the last resort, when other approaches have been applied without positive result. We shall however apply this principle without hesitation in cases of persistent defaulting, disloyalty, dishonesty, incompetency and indiscipline.

(e) Ignoring

Where we feel that the degree of a discrepancy is not serious enough to warrant any action from us, we shall apply Performance Management Principle Number 5 by simply ignoring the matter.

4 Communications Skills of a Cooperative Chairman

At the outset we think that the chairman (President) of a Cooperative Society is the supreme leader of that organization. Not only does he lead his fellow members and employees, but also his fellow Board members. As such he should possess and demonstrate exemplary leadership qualities both in public and private life.

It is also important that the chairman is a good communicator - especially since effective communication skills constitute a necessary quality of a good leader. Bearing this in mind, we think a good chairman should possess the following communication skills:

- (a) He should be a good speaker, capable of articulating ideas and putting them across simply, clearly and effectively. To achieve this he should train himself as a speaker and prepare himself sufficiently before he speaks
- (b) He should learn to use different communication aids such as black boards, charts, demonstrations, etc. to put his message across most effectively
- (c) He should not only be a literate person, but should take an interest in reading widely so as to enrich his experience, knowledge and ideas
- (d) Where group discussions are involved (such as in a meeting) he should give others an opportunity also to talk, air their views, share ideas and experiences. He should refrain from dominating the discussions
- (e) He should also be a good listener who patiently and objectively pays attention to what the other person is saying. He should respect the opinion of others even if he does not always agree with them
- (f) For him to communicate easily a chairman must be popular with those he leads. For him to be popular he must be honest, loyal to his cooperative and model a good example to others. He should be friendly and respectable

(g) He should also have a good knowledge of the people he leads, their problems, concerns, habits, traditions and beliefs and, above all, he should be fluent in the language they use.

(2) Lecture subject 2 "Role of Marketing Business and Supply Business of Fisheries Cooperatives"

Leader : Mr. D.W.G. Jayakoddy

Facilitator : Mr. A.B. Bulathgama

<Report>

The following is the result of discussions of lecture subject 2.

1 Present Position

Presently there is no proper marketing system in Fisheries Cooperatives. The fish that is brought to the shore is either auctioned or sold to the consumers through the middle-men. There is no collective sales but individual. This is due to the absence of facilities like keeping fish for a longer period, regional markets, transport and the weakness in the economic and administrative systems prevalent in the fisheries societies.

Insufficient knowledge of marketing among members, inadequate processing facilities for by-products and lack of technical know-how have further attributed to the absence of a proper marketing system. Monopoly sales by individuals and the inability for societies to compete with them is the greatest obstacle the societies have faced today.

2 Relationship with the Federation

In examining the co-ordination between the Federation and the member societies, the former should assist the latter to obtain facilities like buildings, fishing gear, refrigeration facilities, markets, financial assistance and subsidies for migrating fishermen. Steps should also be

taken to relieve the fishermen who are heavily indebted to the private trader. The Federation should also import fishing gear and equipment and sell them at reasonable price to the societies. Education and training programmes should also be conducted by the Federation.

3 Strengthening and Extension of Marketing

Fisheries produce should be graded as soon as it is received. It should be done by separating the fish for:

- (a) Consumption
- (b) Animal Food
- (c) Baits
- (d) Manure
- (e) Dried and Salted Fish
- (f) Smoking

The consumer preference should be clearly understood before selling the fish. The fish should be carefully packed and transported. Fish that is sent to hotels and foreign markets should be properly packed and preserved according to the expected standards.

Financial and other facilities for marketing should be afforded to the society and collective marketing by the members should be encouraged.

4 Satisfactory Service through Supply Services

Supply can be divided into two main groups:

(a) Fishing Gear and Equipment

Vessels, nets, other fishing gear, equipment and oil and those equipment necessary for the maintenance and repairs should be supplied.

(b) Marketing

All services from the sea to the point of marketing should be available to the fishermen. Preservation of fish, transport, marketing places should be available for them.

5 Security Measures

The life, boats and other equipment of the fishermen should be well protected. They should be supplied with life protecting jackets, compasses, danger indicating signals, sails etc.

6 Welfare

Food, medicine and other requirements, credit facilities, children's education, pre-schools, recreation facilities and other equipment necessary for fisher families are included in welfare services.

7 Women's participation

The women should play a major role in such activities as marketing and supply. Their participation is specially required for the following:

- (a) Marketing and administration activities of the Fisheries Cooperatives
- (b) Protection of the fishermen from the middle-men who exploits them by direct contact with the consumer and the supplier
- (c) Ensuring the regular repayment of the loans and engaging women in the activity of recovering the loans
- (d) Repair nets and other fishing gear
- (e) Encourage and assist the fishermen in their activities and motivate them in their jobs.

(3) Lecture subject 3 "Credit Business of Fisheries Cooperatives and its Management"

Leader : Mr. R.K. Chandradasa

Facilitator : Mr. M.P.J. Fernando

<Report>

The following is the result of discussions on lecture subject 3.

1 Provision of Credit facilities

The Fisheries Cooperative Societies require credit for two reasons:

- (a) Society business activities
- (b) Member Needs

The society needs credit for:

Buildings, vessels and marketing while the members need credit for production i.e.: for boats, nets, processing by-products and for their welfare activities. It is also important to get the credit limits and individual credit limits approved. Therefore, there is a need to identify the credit needs and formulate plans. Decisions should be taken as to how loans should be obtained and the institutions from which loans could be obtained. The loans could be obtained from the following institutions:

- i Commercial Banks
- ii Fisheries Federation
- iii Voluntary organizations
- iv Foreign countries
- v Other financial Institutions

In addition to the above, member savings could be channelled for credit. The Board of Directors should formulate the policy of credit and take decisions accordingly. It is also important to ensure the proper maintenance of books of accounts, the recovery of loans at the proper time and the utilization of credit for the purpose it is taken. The members also should be informed regarding the loaning procedure.

2 Savings

Promotion and extension of savings is an important objective of the society. This activity not only increases the capital of the society but also reduces the demand for external loans. It also reduces the unnecessary expenses. The society also can promote savings among the children of fisher families. With the increased savings the society can give credit to members at low interest rates. The members will also benefit with interest on their deposits.

3 Relationship with Women Organizations

The association of women with the society is necessary for its development. In order to achieve this objective the women in fishing families should be entitled for membership of the society. If there are obstacles, necessary legislation should be passed.

Self employment schemes should be extended for the women. This will enhance the economic standards of fishing families. A training should be given to women on different projects and credit should be supplied by the society. The society should also take action to market their produce.

If there are any difficulties in recovering of loans, women also could be appointed to the loan recovery committee. They also can play an important role in welfare activities of the society.

4 Financial Assistance

The members need financial assistance for their production and welfare activities. If the society has no money, it should take action to enhance its finances through share capital, deposits etc. Otherwise it will have to seek the assistance of Financial Institutions.

In supplying credit to the members, their activity and need should be investigated. Their ability to pay and also their past repayment position are an important factor. The members could be encouraged to sell their pro-

duce through the society, and this will also promote the timely recovery of loans.

It is the right and duty of the society to extend financial facilities for member development.

- (4) Lecture subject 4 "Welfare and Mutual Insurance for Fisherman"
Leader : Mr. D. Mercy Fernando
Facilitator : Mr. N.H.W. de Silva

<Report>

The following is the result of discussions on lecture subject 4.

There are two Insurance Corporations Sri Lanka sponsored by the government. Their functions in relation to the fisheries sector are insurance of:

- (a) Vessels and Fishing Gear
- (b) Fire, Riots and Theft
- (c) Buildings
- (d) Life

The above are implemented in the fisheries sector as a compulsory and non-compulsory basis. Diesel boats should be always insured with the crew. This is a necessary qualification for registering diesel fishing boats. Other boats and fishing gear can be insured according to the wishes of the society. In addition to the above there is a special insurance scheme where a fisherman can insure his life by paying monthly premium of Rs. 40/- where the maximum compensation is Rs. 35,000/-.

The problem that the fishermen have to face is when they claim compensation, because the time taken to complete the documentation and legal requirements is too long. For example the fisherman faces problems when he has to get the certificate required from the Marine Engineer, Police and the Grama Sevaka (Village Officer). The Insurance Corporations pay compensation

up to 75%. Though the fishermen are rather reluctant to insure, they show very high human qualities in mutual help. They help each other in the sea in case of distress even if they are not known. This mutual assistance can be witnessed at home and when persons are newly recruited to the job. In Beach Seine fishing, or when they have to share the produce or when they identify the movement of fish and inform their fellow fishermen the real cooperative motto of 'each For All and All for Each' is shown.

If the fishermen in Sri Lanka who possesses these noble qualities is to be insured he should be imparted with the knowledge of Insurance.

The best way to ensure this is through a Cooperative Insurance Scheme. Then all members of a Fisheries Cooperative Society could be insured. The insurance middle-man or the agent could be avoided and the society could get that income too.

Compensation could be speedily paid. This society could also implement a pension scheme for the fishermen.

In implementing the above suggestions the fisheries cooperative societies have to face problems of finance. They could get assistance from the government, financial institutions or foreign organizations. Trained persons should be employed for insurance work. It could be fulfilled by training programmes or seminars.

- (5) Lecture subject 5 "Cooperation in Fisheries in Sri Lanka - A Cooperative Approach with Some Selected South East Asian Countries -

Leader : Mr. H.W.Y. Priyadharsani

Facilitator : Mr. D. Lokuliyana

<Report>

The following is the result of discussions on lecture subject 5.

1 Importance of Repayment of Loans

It is the responsibility of the Board of Directors to manage the society on accepted rules, regulations and contractual agreements. The timely repayment of loans taken by the society signifies the role played and the responsibility discharged by the Board.

The credit transactions of a cooperative Society are based on mutual confidence. It is the duty of an exemplary society to work in such a way so as to establish this confidence. Therefore, all loans taken should be paid on time so as to enhance the goodwill and confidence of the society.

The society has to get loans from various sources. The credit institutions extend further credit after examining the repayment patterns of the existing loans. Out of the loans the fisheries societies had obtained from the Ministry of Fisheries in 1980-81, Rs. 24.62 millions were overdue and this has discouraged the commercial banks to issue further loans to the fisheries sector. This shows the importance of the repayment of the loans.

On occasions when the society needs to purchase fixed assets or get further loans or pay dividends to the members it will be difficult to get the approval of respective officers, if the society has overdue loans.

If the fisheries cooperative societies repay the loans obtained from the institutions timely, they can avoid the payment of unnecessary interest and pave the way for further loans.

The society also can avoid any legal measures taken by the lending institutions in the event of delay in repayment.

2 New Act and Legislation

In the administration and extension programmes the joint roles of the Department of Cooperative Development and the Ministry of Fisheries should be clearly defined.

It should be incorporated with provision of pension benefits and those qualified to such benefits should be a member of a Fisheries' Cooperative Society.

Provision should be made to disallow a non-member to be on the Board except under special circumstances.

Legal provision to implement a fully qualified insurance scheme should be incorporated in the new laws.

There should also be provision to establish a Bank for the Fisheries Cooperatives.

3 Large Primary Societies or Village Level Small Societies

Priority should be given for the establishment of village level small societies in preference to large primary societies. Before the re-organization, the small societies performed an efficient service towards its members.

The nomination of non-members to the Board of Directors of large primary societies has led to maladministration, retarded the progress of the society, and done injustice to the members. Such problems could be avoided by small societies.

As the number of members in the village society is limited, member participation and mutual co-ordination can improve, thus providing a better service to them. As the accounting procedure is not complex, a person from the village could be trained for it. It is also easy to find accommodation as a limited area is required for an office. Sometimes there is conflict between villages. As several villages are included in the area of operation of a large primary this conflict will also retarded the progress of the society. This will not happen in a small society at village level.

4 Membership in Fisheries Cooperatives

As the aspirations and expectations of the members in large primary societies have not been fulfilled to their satisfaction non-member fishermen are reluctant to seek membership.

Some fisherman are not motivated to join the society as political minded persons are nominated to the Boards. Low salaries and insufficient training have discouraged the employees to promote membership.

So far no programme has been implemented by which the benefits of a fisheries society has been explained to the fishermen.

Since late there has been a drive to associate women in the affairs of the cooperative society in order to motivate the fishermen. Membership would have increased had this been done very early.

The inability of paying dividends or promoting of welfare activities by the societies have retarded the growth of membership.

9.6.3 Feed back session

On the 5th of December, 1987, the lecturers, seminar secretariat staff and participants visited Negombo South Fishermen's Cooperative Society Ltd. to identify the problems, which came out of the seminar, on site, and exchanged opinions and information.

This cooperative was one of the best managed fisheries cooperatives in Sri Lanka with satisfactory performance. Even with this good fisheries cooperative, it was confirmed that they have most of the problems discussed at the seminar also as their own problems.

Although not much has been discussed at the seminar discussion sessions, it was felt that, for the development of fishing industry in Sri Lanka, it was of prime importance to note that there was necessity to secure basic infra-structural development to support the fishing industry and to control sanitary conditions of products from the very time of fishing until they reach dining table of general consumers.

As conclusions derived from the seminar in Sri Lanka, it may be said that the most important thing for the development of fisheries cooperatives in Sri Lanka is to provide better education to the children who will bear the destiny of Sri Lanka on their shoulders and to develop human resources of able manpower working in fisheries cooperatives in order to establish fishing industry which possesses captivating appeal and magnetism with its wealth and wonderful environment.

10. DETAILS OF THE RESULT OF THE SEMINAR HELD IN MALAYSIA

The details of the seminar organized by the ICA Fisheries Committee and held in Malaysia from February to March, 1988 was as follows:

"National Seminar on the Role of Fisheries cooperatives for Development of Fishermen in Malaysia"

Sponsor : The ICA Fisheries Committee
Host : National Cooperative Organization of Malaysia (ANGKASA)
Collaborator : Fisheries Development Authority of Malaysia (LKIM)
Cooperative College of Malaysia (MKM)
Food and Agriculture Organization of the United Nations
(FAO)
Date : Monday 29th February - Sunday 6th March, 1988
Venue : Cooperative College of Malaysia, Petaling Jaya, Selangor,
Malaysia (Field study trip to fisheries cooperatives and
fish market etc. in the vicinity of Kuala Trengganu)
Language used : Malay and English
Programme : See Appendix 12-3
Participants : 39 participants
In addition, lecturers and secretariat staff etc. took
part in the seminar making the total number present at the
seminar 66 (See Appendix 12-5).

10.1 Opening Ceremony

The seminar was officially opened by the Honourable Deputy Minister of Agriculture, Malaysia, on Monday 29th February, 1988 at the Auditorium of Cooperative College of Malaysia.

10.2 Lectures and Discussions

10.2.1 Based on the programme, lectures were given on five lecture subjects. Following this, discussion sessions on respective topics were held. These lectures and discussions were conducted in Malay through an interpreter.

10.2.2 A chairman was nominated from among the participants for each discussion session on lecture subjects, and the discussions were steered by each chairman.

10.2.3 The results of discussions were summarized in Malay and English with the help of chairman of each discussion session as leader, and presented by representatives of the participants.

10.2.4 Based upon this summary of discussions on each lecture subject, recommendations were prepared by having final discussions among the lecturers, participants and secretariat staff.

10.3 Closing Ceremony

The closing ceremony of the seminar was held on Friday 4th March, 1988 at the Auditorium of the Cooperative College of Malaysia, and certificate of participation was presented to each participant.

10.4 Feedback Session (visit to local fisheries cooperatives)

In order to feedback the result of the seminar and exchange opinions on the recommendations put forward by the discussions, a field study trip was organized for the participants, lecturers and secretariat staff and fisheries cooperatives, fishermen's associations and fish markets etc. around Kuala Trengganu were visited, where observation was made of fisheries cooperatives facilities and fishing ports etc.

10.5 Summary of Plenary Agreement and Resolutions

10.5.1 The Seminar agreed that the views and recommendations concurred by the participants during the discussions are beneficial for the development of the fishermen community in Malaysia.

10.5.2 The seminar noted that there was a need to increase the membership of fishermen's Associations/Cooperatives and as well as the members' interest towards the Cooperatives. In view of this, Fishermen's Organizations need to increase their efforts and embark on a continuous and effective programme for the benefit of the fishermen. The seminar also agreed over the need to review the prevalent credit policy for fishermen. It was suggested that the National Fishermen's Association (NEKMAT) could request for long-term external loans from the world's Financial Institutions, including Japan, to enable it to establish a special fund/loan facility for the benefit of fishermen. NEKMAT could thus formulate the appropriate credit policy to benefit its members.

10.5.3 The Seminar also recognized the need for a fish price stabilization system to stabilize the income of fishermen. However, before the system can be implemented, several factors need to be carefully studied and examined including the situation of the demand and supply of fish, the appropriate marketing strategy to be implemented and the regulation and management of fish resources. The seminar agreed that further study should be made and in this aspect the Seminar felt that the ICA Fisheries Committee should undertake the study. The result of the study will then be channelled back to the relevant authorities in Malaysia to be scrutinised and looked into. However, the seminar emphasized that the system to be implemented should be in accordance with the Malaysia scene and one which is most effective and appropriate in stabilizing the prices of fish.

10.5.4 The seminar also noted over the need to establish an Insurance Company to implement various Insurance Schemes for fishermen. It was suggested that NEKMAT be given financial assistance by the Government to enable the Association to implement the various insurance schemes for fishermen through the establishment of an Insurance Company.

10.5.5 The seminar agreed over the need to establish a special committee to concur and discuss further the views and recommendations of the seminar and to take appropriate measures for the development of the fishermen community in Malaysia. It was also agreed that the committee be comprised of the following members:

- (1) Representative from ANGKASA
- (2) Fisheries Function, Group Committee, ANGKASA
- (3) Representative from Fishermen's Cooperative Societies
- (4) Representative from Fishermen's Associations
- (5) Director-General, Malaysian Fisheries Development Authority (LKIM)
- (6) Registrar of Fishermen's Associations/Cooperatives
- (7) Registrar and Director-General of Cooperative Development Department
- (8) Malaysian Fisheries Department
- (9) Director of Malaysian Cooperative College
- (10) Relevant Agencies/Individuals

10.5.6 The resolutions and recommendations of the participants on the five papers discussed was endorsed by the plenary session with some amendments and modifications.

10.6 Result of Discussions on Text I, II, III, IV and V

As already explained in the foregoing descriptions, the seminar in Malaysia was conducted, by using text, in Malay through an interpreter. Altogether, five lecture subjects were covered by five lecturers.

The results of discussions held on each lecture subject were summarized in the form of recommendations and agreements among the participants. The results of discussions appropriately corrected and modified by each lecture subject at the final plenary discussion session are as follows:

10.6.1 Lecture subject 1 "Measures to Strengthen Fishermen's Organizations in Malaysia"

(1) Membership

Fishermen's Cooperatives and Associations should formulate appropriate measures to overcome those constraints with regard to the lack of membership, lack of knowledge as well as lack of interest on the part of fishermen towards Fishermen's Cooperatives/Fishermen's Associations. Campaigns and dialogues and other relevant programme should be organised continuously from time to time.

(2) Marketing

- 1 Open auctioning system should be enforced at all fish landing jetties and complexes.
- 2 Basic facilities such as cold rooms/storages need to be provided by the Government.
- 3 When awarding tenders for the supply of fish, the Government should give priorities to Fishermen's Cooperatives and Fishermen's Associations.
- 4 A Fish Marketing Board and a Central Market should be established to reduce the influence of middlemen.

(3) Input Supply

The participants urged the Government to review the prices of fisheries input supply such as ice, nets, diesel oil, spare parts and others. Licenses for purpose of importing nets should be specially reserved for National Fishermen's Associations and Cooperatives.

(4) Licensing of Boats

The Government is also urged to review the current payment rates for licenses to a minimum level.

(5) Loans

Since the fisheries loans which are approved by the Banks amounted to only 80% of the loans, the participants agree that Fishermen's Cooperatives and Associations including NEKMAT should set up a Fund to provide for the remaining 20% of the loan for the benefit of the members. The Bank is also urged to review the loan policy in order to enable poor fishermen, comprising those who operate outboard engines and non-powered boats (Sampan) to apply for loans as well as be given a 100% loan facility.

(6) Image

It was requested that the Malaysian Fisheries Development Authority (LKIM), Fisheries Department, Cooperative College of Malaysia, ANGKASA, Cooperative Development Department and other Agencies and Departments concerned should attempt to come together and resolve the issues of Fishermen's Cooperatives and Associations for the development and progress of these organizations.

10.6.2 Lecture subject 2 "Fisheries Cooperatives and Mutual Insurance
- With special reference to mutual insurance of accident
compensation -"

- (1) It was recommended that the National Fishermen Association be given the responsibility to implement all insurance schemes for the benefit of fishermen through the establishment of an Insurance Company.
- (2) Suggested that the National Fishermen Association (NEKMAT) be given financial assistance to enable it to establish an Insurance Company for the purpose of implementing the relevant insurance schemes for fishermen.

- (3) Recommended that the National Fishermen Association implement several insurance schemes which are appropriate in this country and in line with Islamic rules. It was agreed that ZENGYOREN would train one or two officers who are involved in the implementation of fishermen insurance schemes to undergo an insurance course in Japan.
- (4) Requested that the Government study the possibility of making it compulsory for all fishermen to subscribe to the Fishermen Insurance Scheme through a provision in the Fishermen's Associations Act.
- (5) In the implementation of the insurance schemes for fishermen, NEKMAT should also appoint Fishermen's Cooperatives as agents.

10.6.3 Lecture subject 3 "Fish Price Stabilization System"

- (1) A fish price stabilization system is necessary for the purpose of stabilizing the income of fishermen. However, before the system can be implemented, several factors need to be studied, and implemented which include:
 - 1 Regulation and management of fish resources
 - 2 Prevalent situation of the demand and supply of fish.
 - 3 A suitable fish marketing strategy to be implemented.
- (2) The regulation of fish production should be based on the supply and demand pattern. The marketing strategy which also includes a fish stabilization system could then be based on the demand and supply pattern.
- (3) Further study should be made and in this aspect ICA Fisheries Committee should undertake the study. The results of the study could then be channelled and later scrutinised by the relevant authorities in Malaysia. The authorities in Malaysia

should, however, make appropriate adjustments before the implementation of the system in Malaysia so as to ensure that the system to be implemented is an effective system for stabilizing the prices of fish.

10.6.4 Lecture subject 4 "Credit Business of Fisheries cooperatives"

- (1) Recommended that the hull of the boat be considered as surety for the loans extended by the Financial Institutions.
- (2) Urged NEKMAT to establish a special fund for the purpose of extending credit to members of Fishermen's Associations/ Fishermen's Cooperatives. NEKMAT should also formulate its credit policy for the benefit of the members.
- (3) Financial Institutions/Agricultural Bank should have prior discussions with the Fishermen's Cooperatives/Associations before finalising any decisions on the applications of the loans.
- (4) The relevant authorities should review the prevalent credit policy for fisheries.
- (5) NEKMAT could apply for external long term loans from the World's Financial Institutions including Japan for the purpose of establishing a Loan Fund for fishermen.
- (6) The establishment of a Central Bank for fisheries and agriculture by the Government.

10.6.5 Lecture subject 5 "Deep Sea fishing as an incentive for Fishermen's Cooperatives - A source of thought from Japanese experiences -

- (1) It should be made compulsory for the owners and crews of deep-sea fishing vessels to be members of Fishermen's Organizations.

- (2) Each deep sea fishing vessel should be allowed to have more than one fishing gear.
- (3) Each deep sea fishing vessel should be equipped with navigational equipments for a more sound fishing operation. In this aspect, the Fisheries Department should provide the relevant trainings on the handling of those equipments and as well as recommend those navigational equipments which are required.
- (4) Requested that the Government increase the building of artificial reefs to reduce the problem of depleting fish stocks within 1 to 2 kilometers from the shore of the islands.
- (5) Recommended that the Government purchase 2 fishing vessels from Japan where joint cooperation could thus be secured in training the local crews and facilitates the transfer of technology.
- (6) The Government should channel relevant information with regard to studies on fish resources to fishermen through Fishermen's Organizations.
- (7) NEKMAT should ensure that crews working on deep sea fishing vessels owned by local companies are Malaysian citizens and as well as trained in deep fishing operations.

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Furthermore, in order to feedback the result of the seminar, a field study trip was organized on Saturday 5th March, 1988.

Participants, lecturers and secretariat staff visited fisheries cooperatives, fishermen's associations and fish markets etc. around Kuala Trengganu and exchanged their opinions and information.

It was recognized that insanitary condition of fish markets was the problem which need to be improved like it was in Sri Lanka.

11. REPORT OF ACCOUNT

The budget and result of expenditures concerning ICA Fisheries Committee's "Fisheries Cooperative Organization Development and Strengthening Project in the World" were as in the following table.

(Unit : US\$)

Item	Budget	Result	Remarks	
			Seminar in Sri Lanka	Seminar in Malaysia
1. Fees for lecturers etc.	US\$7,200	8,037.56	3,813.00 o Lecturer: Mr. Sam P. Mshiu 3,233.00 Mr. Anton R. Atapattu 300.00 o Interpreter 280.00	4,224.56 o Lecturer Mr. Uwe Tietze 3,734.96 o Interpreter 489.60
2. Preliminary arrangement and survey expenses	6,400	9,685.21	9,685.21 o Travel expenses of surveyor 6,370.00 o Accommodation fees for surveyor (One surveyor x 10 days) 2,785.21 o Conference expenses 320.00 o Communication expenses 210.00	
3. Travel expenses	63,120	66,325.40	45,820.09	20,505.31
(1) Air fare	47,040	34,523.37	o Lecturers and secretariat staff (7 persons) 24,676.38	o Lecturers and secretariat staff (7 persons) 9,846.99
(2) Overseas travel preparation allowance	2,720	1,262.33	o Preparation allowance (2 persons)	o Preparation allowance 0.00
(3) Accommodation fees & DSA	12,800	30,053.07	o Accommodation fees & DSA (7 persons x 10 days) 19,566.98	o Accommodation fees (5 persons x 9 days) 10,486.09
(4) Insurance	560	486.63	o Insurance premium (7 persons) 314.40	o Insurance premium (5 persons) 172.23
4. Training Implementation Expenses	47,400	39,914.52	21,569.46	18,345.06
(1) Training facility rent	2,400	7,101.33	o Training facility rent 2,592.90	o Training facility rent 4,508.43
(2) Training and education materials expenses	40,000	31,568.58	18,297.18 o Manuscript fees 300.00 o Translation fees 5,816.40 o Printing expenses of textbooks 8,544.50 o Accommodation for participants 2,248.70 o Audio visual aid 580.28	13,271.40 o Manuscript fees 638.50 o Translation fees 5,326.50 o Printing expenses of textbooks 4,108.66 o Accommodation for participants 2,414.64 o Audio visual aid 0.00
(3) Communication & transportation expenses	5,000	1,244.61	o Chartered bus fare 807.30 o Communication & transportation expenses 679.39	o Chartered bus fare 783.10 o Communication & transportation expenses 565.23
5. Report making expenses	6,000	6,157.31	o Final report in Japanese 1,696.63 o Final report in English 4,460.68	
6. Interpreter fees	0	0		
Total	130,120	130,120		

12. APPENDIX

12.1 Table of Lecture Subjects and Lecturers of the Seminars held in Sri Lanka and Malaysia

(1) Lecture subjects and lecturers of the Seminar held in Sri Lanka

Lecture subject	Lecturer
1. Leadership in Cooperatives	Mr. Sam P. Mshiu Education and Development Officer International Cooperative Alliance Geneva, Switzerland
2. Role of Marketing Business and Supply Business of Fisheries Cooperatives	Mr. Toru Okubo Deputy Manager Marketing Division, Zengyoren Tokyo, Japan
3. Credit Business of Fisheries Cooperatives and its Management	Mr. Masaaki Sekiya Manager Division of Fisheries The Norinchukin Bank (The Central Cooperative Bank for Agriculture and Forestry) Tokyo, Japan
4. Welfare and Mutual Insurance for Fishermen	Mr. Ichiro Yamamoto Director KYOSUIREN (National Mutual Insurance Federation of Fishery Cooperatives) Tokyo, Japan
5. Cooperation in Fisheries in Sri Lanka - A Cooperative approach with some selected South East Asian countries -	Mr. Anton R. Atapattu President Sri Lanka Fisheries Cooperative Federation Ltd. Colombo, Sri Lanka

(2) Lecture subjects and lecturers of the seminar held in Malaysia

Lecture subject	Lecturer
1. Measures to Strengthen Fishermen's Organizations in Malaysia	Mr. Masamichi Hotta Chief Technical Advisor Assistance to Malaysian Fisheries Development Authority, FAO/UNDP Project MAL/86/005 Stationed in Kuala Lumpur, Malaysia
2. Fisheries Cooperatives and Mutual Insurance - With special reference to mutual insurance of accident compensation -	Mr. Takahisa Murakami Manager General Affairs Department GYOSAIREN (National Federation of Fishery Mutual Insurance Associations) Tokyo, Japan
3. Fish Price Stabilization System	Dr. Uwe Tietze Fishery Industry Officer Fishing Technology Service Fishery Industries Division Fisheries Department, Food and Agriculture Organization of the United Nations (FAO) Rome, Italy
4. Credit Business of Fisheries Cooperatives	Mr. Tadashi Ito Deputy Manager Division of Fisheries The Norinchukin Bank (The Central Cooperative Bank for Agriculture and Forestry), Tokyo, Japan
5. Deep Sea Fishing as an Incentive for Fishermen's Cooperatives - A source of thought from Japanese experiences -	Mr. Masaaki Sato Assistant Chief Guidance Department Zengyoren Tokyo, Japan

12.2 Programme of seminar in Sri Lanka (November 30 - December 5, 1987)

Date	Time	Programme
Nov. 30 (Mon.) 1987	08:30 - 09:30 09:30 - 12:00	<p>Arrival and registration of participants</p> <p>Opening ceremony</p> <p>(1) Lighting of Lamp by Distinguished guests</p> <p>(2) Welcome address by Mr. A.R. Atapattu Director of Fisheries (Marine), Ministry of Fisheries and President of SLFCF</p> <p>(3) Address of organizer by Mr. Jirozaemon Saito Chairman of ICA Fisheries Committee</p> <p>(4) Address</p> <ul style="list-style-type: none"> . by Ms. Wimalasiri Acting Commissioner of Cooperative Development, Department of Cooperatives As proxy for Mr. Camillus Fernando Commissioner of cooperative Development, Department of Cooperatives . by Mr. Wijeratne Banda Secretary Ministry of Fisheries . by Mr. M.R.B. Daswatta President National Cooperative Council of Sri Lanka . by Mr. Kazuhiko Maruyama First Secretary Embassy of Japan As proxy for Mr. Yasuya Hamamoto Ambassador Embassy of Japan

Date	Time	Programme
Nov. 30 (Mon.)	- contn'd -	(5) Introduction of Lecturers and Secretariat to the Honorable Guests and to the Participants by Mr. Giichi Suzuki Secretary of ICA Fisheries Committee
		(6) Address by Mr. Festus Perera The Chair, Minister of Fisheries
		(7) Vote of Thanks by Mr. M.D. Fernando Secretary/General Manager of SLFCF
	12:00 - 14:00	Lunch
	14:00 - 14:10	Briefing on schedule by Mr. M.D. Fernando, Secretary/General Manager, SLFCF
	14:10 - 14:30	Introduction of Lecturers & Secretariat to Participants by Mr. Giichi Suzuki Secretary of ICA Fisheries Committee
	14:30 - 16:00	Lecture on lecture subject 1 "Leadership in Cooperatives" by Mr. Sam P. Mshiu Education & Development Officer, ICA
	16:00 - 17:30	Sub-group Discussion on lecture subject 1
	17:30 - 18:00	Tea break
	18:00 - 19:00	Preparation of Sub-group discussion reports on lecture subject 1
	19:00 - 20:00	Presentation of sub-group discussion reports on lecture subject 1 to each group
	20:00 - 21:00	Dinner
21:00 -	Drafting of final report on lecture subject 1	

Date	Time	Programme
Dec. 1 (Tue.)	08:30 - 10:00	Lecture on lecture subject 2 "Role of marketing business and supply business of fisheries cooperatives" by Mr. Toru Okubo Deputy Manager, Marketing Division Zengyoren
	10:00 - 10:30	Tea break
	10:30 - 12:00	Sub-group discussion on lecture subject 2
	12:00 - 14:00	Lunch
	14:00 - 15:30	Preparation of sub-group discussion reports on lecture subject 2
	15:30 - 16:00	Tea break
	16:00 - 17:00	Presentation of sub-group discussion reports on lecture subject 2
	18:00 - 19:30	Film show. "Coastal fisheries of Japan"
Dec. 2 (Wed.)	08:30 - 10:00	Lecture on lecture subject 3 "Credit business of fisheries cooperatives and its management" by Mr. Masaaki Sekiya Manager Division of Fisheries the Norinchukin Bank (The Central Cooperative Bank for Agriculture and Forestry)
	10:00 - 10:30	Tea break
	10:30 - 12:00	Sub-group discussion on lecture subject 3
	12:00 - 14:00	Lunch
	14:00 - 15:30	Lecture subject 4 "Welfare and mutual insurance for fisheries" by Mr. Ichiro Yamamoto Director KYOSUIREN (National Insurance Federation of Fishery Cooperatives)

Date	Time	Programme
Dec. 2 (Wed.)	15:30 - 16:00	Tea break
	16:00 - 17:30	Sub-group discussion on lecture subject 4
	17:30 - 18:30	Preparation of sub-group discussion reports on lecture subject 3
	18:30 - 19:30	Presentation of sub-group discussion reports on lecture subject 3
	19:30 -	Drafting of final report on lecture subject 3
Dec. 3 (Thu.)	08:30 - 10:00	Lecture on lecture subject 5 "Cooperation in Fisheries in Sri Lanka - A cooperative approach with some selected South East Asian countries - by Mr. Anton R. Atapattu President Sri Lanka Fisheries Cooperative Federation Ltd.
	10:00 - 10:30	Tea break
	10:30 - 12:00	Sub-group discussion on lecture subject 5
	12:00 - 14:00	Lunch
	14:00 - 15.30	Preparation of sub-group discussion reports on lecture subjects 4 and 5
	15:00 - 16:00	Tea break
	16:00 - 17:00	Presentation of sub-group discussion reports on lecture subject 4
	17:00 - 18:00	Presentation of sub-group discussion reports on lecture subject 5
	18:00 - 19:00	Drafting of final report on lecture subjects 4 and 5
Dec. 4 (Fri.)	08:30 - 08:45	Presentation of final report on lecture subject 1 by Mr. Sam P. Mshiu and representative of participants
	08:45 - 09:15	Discussion

Date	Time	Programme
Dec. 4 (Fri.)	09:15 - 09:30	Presentation of final report on lecture subject 2 by Mr. Toru Okubo and representative of participants
	09:30 - 10:00	Discussion
	10:00 - 10:15	Presentation of final report on lecture subject 3 by Mr. Masaaki Sekiya and representative of participants
	10:15 - 10:45	Discussion
	10:45 - 11:15	Tea break
	11:15 - 11:30	Presentation of final report on lecture subject 4 by Mr. Ichiro Yamamoto and representative of participants
	11:30 - 12:00	Discussion
	12:00 - 12:15	Presentation of final report on lecture subject 5 by Mr. Anton R. Atapattu and representative of participants
	12:15 - 12:45	Discussion
	12:45 - 14:30	Lunch
	14:30 - 16:30	Closing ceremony . Presentation of certificate of attendance by Mr. Jirozaemon Saito Chairman of ICA Fisheries Committee . Closing address by Mr. Anton R. Atapattu President of Sri Lanka Fisheries Cooperative Federation Ltd.
Dec. 5 (Sat.)	08:30 - 18:00	Feed back session - Field study trip to Negombo South Fishermen's Cooperative Society Ltd.

12.3 Programme of seminar in Malaysia (February 29 - March 6, 1988)

Date	Time	Programme
Feb. 28 (Sun.)	08:30 - 20:00	Arrival of lecturers and participants in Kuala Lumpur
		- Registration
	20:00 - 20:45	Dinner
	21:00 - 22:00	Briefing and orientation
Feb. 29 (Mon.)	07:30 - 08:30	Breakfast
	08:30 - 11:00	Inauguration
		08:45 Arrival of guests
		09:20 Arrival of President of ANGKASA Royal Prof. Ungku A. Aziz
		09:25 Arrival of Hon. Minister of Agriculture, Dato' Seri Hj. Sanusi b. Junid
		Benediction
		Welcome Address by Datuk Haji Aziz b. Mohd. Ibrahim DSPN, JMN. JP.
		Speech by Mr. Jirozaemon Saito Chairman of JCA Fisheries Committee
		Speech by Royal Prof. Ungku A. Aziz President of ANGKASA
		Speech and inauguration by Hon. Dato'Seri Haji Sanusi b. Junid Ministry of Agriculture
	10:30 - 11.00	Refreshment
	11:00 - 13:00	Lecture subject 1: "Measures to Strengthen Fishermen's Organizations"
	13:00 - 14:30	Lunch break

Date	Time	Programme
Feb. 29 (Mon.) - Contn'd -	14:30 - 16:30	Discussion on lecture subject 1 "Measures to strengthen Fishermen's Organizations"
	16:30 - 16:45	Tea/coffee break
	18:00 - 22:00	Dinner (Hosted by Ministry of Agriculture of Malaysia)
March 1 (Tue.)	07:30 - 08:15	Breakfast
	08:15 - 10:15	Lecture subject 2: "Insurance Scheme for Fishermen"
	10:00 - 10:30	Tea/coffee break
	10:30 - 12:30	Discussion on Lecture subject 2: "Insurance Scheme for Fishermen"
	12:30 - 14:00	Lunch break
	14:00 - 16:00	Lecture subject 3: "Fish Price Stabilization System"
	16:00 - 16:15	Tea/coffee break
	16:15 - 18:15	Discussion on lecture subject 3: "Fish price stabilization system"
	20:00 - 20:45	Dinner
21:00 - 22:00	Film show	
March 2 (Wed.)	07:30 - 08:15	Breakfast
	08:15 - 10:15	Lecture subject 4: "Credit Business of Fishermen's Cooperatives"
	10:15 - 10:30	Tea/coffee break
	10:30 - 12:30	Discussion on lecture subject 4: "Credit Business of Fishermen's Cooperatives"
	12:30 - 14:00	Lunch break

Date	Time	Programme
March 2 (Wed.) - contn'd -	14:00 - 16:00	Lecture subject 5: "Deep Sea Fishing as an Incentive for Fishermen's Cooperatives in Developing Countries"
	16:00 - 16:15	Tea/coffee break
	16:15 - 18:15	Discussion on lecture subject 5: "Deep Sea Fishing as an Incentive for Fishermen's Cooperatives in Developing Countries"
	20:00 - 22:00	Dinner (Hosted by Ministry of Urban and Rural Development of Malaysia)
March 3 (Thu.)	07:30 - 08:30	Breakfast
	08:30 - 10:30	Preparation for discussion
	10:30 - 10:45	Tea/coffee break
	10:45 - 12:30	Preparation for discussion continued
	12:30 - 14:30	Lunch break
	14:30 - 16:30	Discussion
	16:30 - 17:00	Tea/coffee break
	18:00 - 20:45	Dinner
March 4 (Fri.)	07:30 - 08:30	Breakfast
	09:00 - 11:00	Closing Ceremony
	08:30	Arrival of guests
	09:00	Arrival of the Honourable Chairman of the Seminar Organizing Committee
	09:10	Arrival of the Honourable Chairman of Fisheries Development Authority of Malaysia
	09:20	Arrival of the Honourable Deputy Minister of Ministry of Urban and Rural Development of Malaysia

Date	Time	Programme
March 4 (Fri.) - contin'd -	09:20 12:30 - 14:30 15:00 -	Address by the Honourable Dato' Haji Aziz b. Mohd. Ibrahim, DSPN, JMN, JP, Chairman of Seminar Organizing Committee Speech by the Honourable Tuan Haji Abd. Rahman Bakar, Chairman of Fisheries Development Authority of Malaysia Speech and Closing Ceremony by the Hon. Dato' Haji Mohd. Tajol Rosli b. Tan Sri Haji Ghazali, Deputy Minister of Ministry of Urban and Rural Development of Malaysia. Presentation of Certificate Lunch break Lecturers and Participants departure to Kuala Terengganu for taking part in feed back session.
March 5 (Sat.)	07:30 - 08:15 08:30 20:00 - 22:00	Breakfast Visits to Fisheries Cooperatives in Kuala Terengganu Dinner (Hosted by the Hon. Chief Minister, State of Terengganu Darul Iman)
March 6 (Sun.)	07:30 - 08:15	Breakfast Lecturers and participants departure to Kuala Lumpur
March 7 (Mon.)		Lecturers and participants departure to their respective home.

12.4 Participants in the Seminar in Sri Lanka

Participants in the seminar held in Sri Lanka were as follows.

<Participant>

Name	Position and Organization
1. Mrs. N. J. Dissanayake	General Manager, Hambanthota F.C.S.
2. Mrs. Malani Jayasinghe	" Tengalle F.C.S.
3. Mr. L. Gunadasa	" Weligama F.C.S.
4. Mr. N.S.M. Manage	" Matara F.C.S.
5. Mr. Jinasena Edirisooriya	" Kudawella F.C.S.
6. Mrs. B. Pandigama	" Galle F.C.S.
7. Mr. J.D.J. Walantine	" Hendala F.C.S.
8. Mr. M.D. Dharmabandu	" Beruwela F.C.S.
9. Mr. P.H. Samarathilaka	" Habaraduwa F.C.S.
10. Mr. W.W. Fernando	" Moratuwa F.C.S.
11. Mr. A.J.N. de Silva	" Ratmalana F.C.S.
12. Mr. W.D.A.W. Kostha	" Dehiwela F.C.S.
13. Mr. S.D. Munasinghe	" Negombo North F.C.S.
14. Mr. P.I.S. Fernando	" Negombo South F.C.S.
15. Mrs. H.M.J.P. Abeyrathne	" Wennappuwa F.C.S.
16. Mr. W.J. Fernando	" Kalpitiya F.C.S.
17. Mr. N.R.W. Mendis	" Thoduwawa F.C.S.
18. Mr. S. Arulanandam	" Koraleipattu F.C.S.
19. Mr. R. Edirisooriya	Active fisherman member of F.C.S.
20. Mr. S.G.A. Gomis	" "
21. Mr. A.M. Senarathne	" "
22. Mr. J.P. Jayarathne	

Name	Position and Organization
23. Mr. K.M. Rudrigo	Active fisherman member of F.C.S.
24. Mr. K.H. Dharmasena	" "
25. Mr. W.M.S. Peris	" "
26. Mr. M.S.M.E. Fernando	" "
27. Mr. M.M. Liesan	" "
28. Mr. G.D.A.P. Jayathilaka	" "
29. Mr. L.A. Perera	" "
30. Mr. K.S.S. Fonseka	" "
31. Mr. A.A. Silva	" "
32. Mr. B.L.D. Lienus	" "
33. Mr. G.H. Priyatilaka	" "
34. Mr. P.H. Indrarathne	" "
35. Mr. B.P. Silva	" "
36. Mr. M.B. Gunapala	" "
37. Mr. K.L. Fernando	" "
38. Mr. W.M.D. Fernando	" "
39. Mr. S. Peris	" "
40. Mr. J. Fernando	" "
41. Mr. C.H. Nainudeen	" "
42. Mr. M. Sunil	" "
43. Mr. R.P. Tathmasiri	" "
44. Mr. S. Silva	" "
45. Mr. P.K.F. Nonis	" "
46. Mr. U.A. Alexander	" "

Name	Position and Organization
47. Mrs. K.M.M. Perera	Member of cooperative women organization
48. Mrs. U.R. Karunawathie	" "
49. Mrs. H.D.J. Mebal	" "
50. Mrs. W.A.L.A.R. Fernando	" "
51. Mrs. W.M.H.B. Fernando	" "
52. Mrs. G.H. Sujatha	" "
53. Mrs. W.D.T. Fernando	" "
54. Mrs. D.M. Fernando	" "
55. Mrs. M. Gamhewa	" "
56. Mr. P. Munasinghe	Cooperative inspector
57. Mr. R.K. Chandradasa	"
58. Mr. W.D. Kristy	"
59. Mr. D.W.P. Jayakody	"
60. Mr. W.H.F.S. Fernando	Officer of Ministry of Fisheries
61. Mr. S.C. Dissanayaka	" "
62. Mr. S.K.A.H. Witharana	" "
63. M. W.P. Lowe	Board of directors member of the fisheries federation
64. Mr. D.W. Kaluthota	" "
65. Mr. T.H. Jinadasa	" "
66. Mr. W. Dackson Silva	" "

<Executive board member of Sri Lanka Fisheries Cooperative Federation Ltd.>

Name	Position
1. Mr. A.R. Atapattu	President
2. Mr. M.D. Fernando	Course Director and Secretary/General Manager
3. Mr. G. Midman	Swedish Project Advisor
4. Mr. N.H.W. de Silva	A.C.C.D. Fisheries
5. Mr. M.P.J. Fernando	H.Q.I. Fisheries
6. Mr. Gunadasa Lokuge	Management Consultant
7. Mr. A.B. Bulathgama	Lecturer
8. Mr. A.M. Madduma Banda	Lecturer
9. Mr. A. Abeywickrama	Manager (Edu./Ext.)
10. Mrs. Enid Fernando	President/N.C.W.C.
11. Mr. D. Lokuliyana	H.Q.I.

<Lecturer>

Name	Position and Organization
1. Mr. Sam P. Mshiu	Education and Development Officer, International co-operative Alliance, Geneva, Switzerland
2. Mr. Toru Okubo	Deputy Manager Marketing Division, Zengyoren, Co-op. Bldg., 1-1-12, Uchikanda, Chiyoda-ku, Tokyo, Japan
3. Mr. Masaaki Sekiya	Manager Division of Fisheries The Norinchukin Bank, Tokyo, Japan
4. Mr. Ichiro Yamamoto	Director KYOSUIREN (National Mutual Insurance Federation of Fishery Cooperatives) Tokyo, Japan
5. Mr. Anton R. Atapattu (Listed earlier)	President Sri Lanka Fisheries Cooperative Federation Ltd., Colombo, Sri Lanka

<ICA Fisheries Committee>

Name	Position
1. Mr. Jirozaemon Saito	Chairman
2. Mr. Giichi Suzuki	Secretary
3. Mr. Masaaki Sato	Assistant Secretary
4. Mr. Junichiro Kakogawa	Staff

<Host organization secretariat>

Name	Position
1. Mr. B. A. Sarath Perera esq.	Book keeper - Accounts
2. Miss Manel Kumari Karunaratne	Stenographer
3. Mr. Athulasir Jayasinghe	General clerk
4. Mr. W.W. Fernando	Clerk
5. Mr. Sunil Nanayakkara esq.	Clerk
6. Mr. B.V. Fernando	Clerk
7. Mr. D.G. Simon esq.	Driver
8. Mr. G.N. Banda	Office assistant

<Interpreter>

Name	Language
1. Mrs. Mayanty	English/Singhalese/Japanese

12.5 Participants in the Seminar in Malaysia

Participants in the seminar held in Malaysia were as follows.

<Participant>

Name	Position and Organization
1. Baharudin bin Baharoom	Deputy Manager Persatuan Nelayan Kawasan Port Dickson, N. SEMBILAN
2. Masdek bin Jamal	Manager Persatuan Nelayan Kawasan K. Selangor TG. KARANG
3. Hj. Ishak bin Bidin	Chief of Unit Persatuan Nelayan Unit Kuala Sg.Muda, KOTA KUALA MUDA
4. Mohd. Hussin bin Abdul Kadir	General Manager Persatuan Nelayan Negeri Kelantan (PENEKA), KOTA BHARU
5. Mohamad bin Yusoff	Manager Persatuan Nelayan Kawan Besut, Kompleks Pendaratan Ikan LKIM, BESUT
6. Haron bin Omar	Board of Director, Persatuan Nelayan Kawasan Tumpat, TUMPAT
7. Yahya bin Saleh	Board of Director Persatuan Nelayan Kawasan K.Besut Kompleks Pendaratan Ikan LKIM, BASUT
8. Abu Bakar bin Salem	General Manager Persatuan Nelayan Kawasan Endau, ENDAU
9. Mohd. Zainon bin Ali	Board of Director Persatuan Nelayan Negeri Pahang d/a Pejabat LKIM Negeri Pahang PEKAN
10. Hassan bin Ismail	Chairman NEKMAT, KUALA LUMPUR

Name	Position and Organization
11. Abdul Karim bin Mohd. Ibrahim	Secretariat Pembangunan & Institusi Nelayan d/a LKIM Negeri Kelantan, KOTA BHARU
12. Hj. Abdul Rashid bin Chik	Chairman SKS Nelayan Kuala Kedah
13. Abd. Mutalib bin Mansor	Chief Clerk Syarikat Kerjasama Nelayan Pontian Bhd., PONTIAN
14. Mohamad bin Muda	General Manager Pejabat Persatuan Nelayan Pahang MAKMUR
15. Abd. Rasid bin Abd, Rahman	Board of Director Pejabat SKN Pontian Bhd., PONTIAN
16. Adb. Raof bin Jabir	Board of Director Pejabat SKN Pontian Bhd. PONTIAN
17. Moghni bin Hj. Din	Board of Director Pejabat Persatuan Negeri Sarawak Kompleks Pemasaran Ikan Bintawa, KUCHING
18. Mohd. Said bin Hj. Omar	Manager Persatuan Nelayan Negeri P.Pinang Kompleks Perikanan LKIM, Batu Maung, BAYAN LEPAS
19. Abdullah bin Don	Chairman Persatuan Nelayan Kawasan Seberang Prair, P.PINANG
20. Mohd. Shukor bin Mat	Board of Director SKS Pengeluaran & Pemasaran Ikan KUALA KEDAH
21. Hashim bin Hj. Mohammad	Manager Persatuan Nelayan Kawasan Melaka MELAKA

Name	Position and Organization
22. Zakaria bin Petot	Manager Persatuan Nelayan Kawasan Tg. Dawai Bedong, KEDAH
23. Hassn bin Abas	Manager Persatuan Nelayan Kawasan Batu Pahat BATU PAHAT
24. Ibrahim bin Abdullah	Chairman Koperasi Nelayan Mersing Utara Endau ENDAU
25. Hj. Baba bin Mohamad	Chairman SKN Tg. Pinang P. PINANG
26. Ahmad Redzuan bin Nasir	Secretary SKN Tg. Pinang P. PINANG
27. Norizaman bin Ghazali	Assistant Officer Persatuan Nelayan (NEKMAT) KUALA LUMPUR
28. Hj. Hashim bin Darus	Chairman SKN Tg. Dawai, Kg. Masjid Tg. Dawai, BEDONG.
29. Hj. Abd. Aziz bin Rabin	Chairman SKN Pengkalan Tiram Muar MUAR
30. Adbul Wahid bin Isa	Board of Director Persatuan Nelayan Negeri Perak Pantai Remis, PERAK
31. Shaari bin Ariffin	Chairman Persatuan Nelayan Negeri Kedah KUALA KEDAH
32. Jusoh bin Awang	Chairman Persatuan Nelayan Kuala Kedah Kompleks LKIM Kuala Kedah KUALA KEDAH
33. Taib bin Hassan	Chairman Persatuan Nelayan Kawasan Endau JOHOR

Name	Position and Organization
34. Shamsuddin bin Maaraf	Board of Director Koperasi Nelayan Mersing Utara Endau MERSING
35. Hj. Abd. Hamid Bahaman	ANGKASA Committee (HQ)
36. Hj. Wan Hussin bin Hj. Wan Ngah	ANGKASA Committee State of Terengganu
37. Hj. Ahmad Jais Hassan	ANGKASA Committee State of Terengganu
38. Abd. Razak Jany	LKIM Officer K.LUMPUR
39. Nazaruddin bin Ahmad	.- do -

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3. Dr. Uwe Tietze	FAO Fishery Industry Officer, Rome, Italy
4. Mr. Tadashi Ito	Deputy Manager, Division of Fisheries, the Norinchukin Bank, Tokyo, Japan
5. Mr. Masaaki Sato	Assistant Chief, Guidance Dept., Zengyoren, Tokyo, Japan

<ICA Fisheries Committee>

Name	Position
1. Mr. Jirozaemon Saito	Chairman
2. Mr. Masaaki Sato (Secretary cum lecturer)	Assistant secretary

<Chairman during presentation>

Name	Organization
1. Mr. Haji Ahmad Ghazi Abd. Hamid	MKM (Cooperative College of Malaysia)
2. Hon. Dato' Raja Nasron Raja Ishak	ANGKASA (National Cooperative Organization of Malaysia)
3. Mr. Muhammad bin Ismail	LKIM (Fisheries Development Authority of Malaysia)

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1. Mrs. Hanifah Maryati bte Muhammad

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2. Mr. Mohd. Nor Hassan	LKIM
3. Mr. Abd. Halim Abdullah	ANGKASA
4. Mr. Nasir Khan Yahaya	ANGKASA
5. Mr. Zainal Othman	ANGKASA
6. Mr. Arbai Hj. Ahmad	ANGKASA
7. Mrs. Nora Ahmad	LKIM
8. Mrs. Azezah Putch	LKIM
9. Mr. Othman Asit	LKIM
10. Mrs. Julia Bec Ramjan	MKM

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2. Syed Nasir Said Othman	"
3. Rosmawati Ismail	"
4. Jamilah Sanusi	"
5. Norazmi Mohd. Radzi	"
6. Mohd. Ali Yaacob	"
7. Raja H. Raja Suran	LKIM
8. Ariffin Samah	MKM