Hokkaido, Dairy Farming, Company I

[Outline of the Accepting Management Body]
Location: Tsurui Village, Akan County, Hokkaido
Employees: 8 regular workers, 4 technical intern trainees, 4 part-time workers, etc.
Farm size: 980 dairy cattle (annual production of raw milk is 5 million 1-liter packs)

Points
☆ Providing a comfortable living environment, including private rooms
☆ Development of a friendly working environment to give consideration to technical intern trainees’ feelings, by treating them like family

[Situation of Trainees]
Accepted from: June 2015 (from the Philippines)
Currently all are women in their 20’s, and their after-tax income is around 130,000 yen.

[Initiatives of the Accepting Management Body]
• Development of a company-owned house for the trainees (2 buildings for 6 people) (maintenance costs are approximately 50 million yen)
• On the holidays, they go sightseeing, to banquets in the neighborhood together with us, with our company’s motto being “treating them like family”.

Kagawa Prefecture, Farming/Vegetables Company N

[Outline of the Accepting Management Body]
Location: Kan-onji City, Kagawa Prefecture
Employees: 4 regular workers, 10 technical intern trainees, 2 part-time workers, etc.
Farm size: 55 ha (lettuces, green onions, etc.)

Points
☆ Personnel affairs and salary adjustment systems, etc. that are equal to those of the Japanese regular workers.
☆ Appointment to the site manager

[Situation of Trainees and Initiatives of the Accepting Management Body]
• Accepting trainees since 2004 (from Indonesia)
• Treatment such as personnel affairs, salary adjustment systems, etc. that are equal to those of the Japanese regular workers.
• Appointment of a female technical intern trainee (training of the third year) as the head of the work department.
• Expansion of the farm scale and improvement of labor management due to accepting trainees.
• Sales up to 10 times higher than before accepting trainees.

[Other Initiatives]
• Former technical intern trainees who returned to Indonesia created a sending organization, and cooperate with the body.
• 20 regional farmers organized a supervising organization by themselves in 2011.
• Working to make contacts with trainees consciously, such as encouraging their participation in local events, chorusing Indonesian songs at festivals, and so on.
**Ibaraki Prefecture, Farming/Vegetables, Mr. I**

[Outline of the Accepting Management Body]

Location: Yuki City, Ibaraki Prefecture

Employees: 2 family workers, 2 technical intern trainees

Farm size: 4 ha (Chinese cabbages, lettuces, corn, etc.)

**Points**

☆ Instructing the trainees to become agricultural leaders in their home country
☆ Encouraging relationships between the trainees and local residents

[Initiatives of the Accepting Management Body]

- Accepting trainees since 2003 (from Thailand)
- In Thailand, the cultivation environments are different because of arid zones and wetlands in different regions, therefore, instruction is given to utilize mulch culture and to be able to devise water management adapted to each climate in Thailand.
- By having adopted the system that the trainees (ii) teach the technical intern trainees (i), unity of the trainees deepens, and it has led to the promotion of understanding of everyone's agricultural technology.
- Inviting the trainees to participate in local festivals and to pick up trash for deepening their understanding on Japanese culture and deepening their bonds with local residents.

**Kumamoto Prefecture, Protected Horticulture, Mr. H**

[Outline of the Accepting Management Body]

Location: Uki City, Kumamoto Prefecture

Employees: 3 family workers, 4 technical intern trainees

Farm size: Tomato 120 a, melon 68 a, paddy rice 270 a, etc.

**Points**

☆ Promotion of advice and participation in community events to improve the Japanese language skills of the trainees

[Initiatives of the Accepting Management Body]

- Accepting trainees since 2004 (from China at that time, and from Vietnam currently)
- Trying to use standard Japanese so that we can properly instruct them. We have introduced Japanese dramas and karaoke to the trainees to improve their Japanese language skills, and recommended listening. Some trainees developed conversational Japanese skills in a short time.
- Acceptance of trainees improves work efficiency and expands the farm scale. Sales have doubled since accepting trainees (from approximately 25 million yen to approximately 52 million yen).
- Technical intern trainees are actively encouraged to take part in local athletic meets and sports events, and they also make their efforts to fit in with the community.

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Points

☆ Instructing the trainees to become agricultural leaders in their home country
☆ Encouraging relationships between the trainees and local residents

Points

☆ Promotion of advice and participation in community events to improve the Japanese language skills of the trainees
**Gunma Prefecture, Farming/Vegetables, Mr. A**

**Outline of the Accepting Management Body**
- Location: Showa Village, Gunma Prefecture
- Employees: 4 regular workers, 4 technical intern trainees, some part-time workers
- Farm size: 17 ha (cabbages, lettuces, udo (aralia cordata), etc.)

**Initiatives of the Accepting Management Body**
- Accepting trainees for over ten years (from Thailand)
- In order to move the farm land efficiently, encourage the trainees to get a driver’s license, help by transporting them to the driving school, and paying all license expenses.
- We adopt variable working hours and a fixed monthly salary system because work volume decreases in the winter. Especially in winter, encourage them to take paid leave.
- We pay bonuses almost equal to their monthly salary at the end of the year.
- We usually go to hot spring resorts or theme parks with our employees to deepen our friendships.
- We provide transportation for shopping, and other activities.

**Points**
- ☆ Support for acquisition costs such as driver's licenses
- ☆ Adoption of a variable working hour system to deal with the press and seasonal downtime

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**Tochigi Prefecture, Dairy Farming, J-Company**

**Outline of the Accepting Management Body**
- Location: Ichikai Town, Tochigi Prefecture
- Employees: 31 regular workers, 22 contract employees (full-time), 18 technical intern trainees, 15 part-time workers
- Farm size: 2,600 dairy cattle, 5,500 beef cattle

**Initiatives of the Accepting Management Body**
- Accepting trainees since 2007 (from China and Indonesia)
- The base salary of a trainee is around 140,000 yen.
- Interviews are held twice a year, and the technical skills and Japanese language abilities of the trainees are taken into account when raising their base wage.
- Technical intern trainees may grow vegetables to eat by borrowing farm land in the neighborhood.
- Trainees go out with Japanese employees for travel and social gatherings to deepen their friendships.
- We provide transportation for shopping and other activities.

**Points**
- ☆ Technical skills and Japanese language ability are taken into account and result in a higher base wage
**Saitama Prefecture, Farming/Vegetables, Protected Horticulture, O-Agricultural Cooperative**

[Outline of the Accepting Management Body]

Location: Fukaya City, Saitama Prefecture

Number of accepting farms: 29 farms

Average farm size: 15 ha (broccoli, corn, green onion, greenhouse tomato, etc.)

[Initiatives of the Accepting Management Body]

• Accepting trainees through the Agricultural Cooperative as the supervising organization since 2003. (from China at that time, and from China and from Thailand currently)

• We organize an “accepting meeting” consisting of farmers who will accept trainees, and a supervising organization (Agricultural Cooperative staff), and develop the system to gather and promptly solve problems as they arise.

• The farmers who accept trainees build good relationships so much that they are called “Father” and “Mother” by the trainees.

• Some farmers have expanded their farm scales from 10 ha to nearly 20 ha by accepting the trainees.

[Initiatives of the Supervising Organization]

• Holding “Lectures on Technical Intern Training Supervisors, etc.” by inviting experts as instructors. Promoting the understanding of the accepting farmers’ system and ensuring compliance with laws and regulations.

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**Gunma Prefecture, Farming/Vegetables, H-Farm**

[Outline of the Accepting Management Body]

Location: Showa Village, Gunma Prefecture

Employees: 5 regular workers, 4 technical intern trainees, 4 part-time workers

Farm size: 15 ha (lettuce, Japanese mustard spinach, spinach etc.)

[Initiatives of the Accepting Management Body]

• Accepting trainees since 2015 (from Indonesia)

• Setting the goal to acquire N5 of the Japanese Language Proficiency Test in the 1st year, N4 in the 2nd year, and N3 in the 3rd year, so that they will gain more skills and have an advantage in job hunting after returning home. The practitioner is a lecturer who holds the Japanese study sessions every two days from about one month before the exam. The practitioner covers expenses for texts for learning and one exam (all trainees have acquired N5, two have acquired N4, and two have acquired N3 so far).

• Promotion of their understanding of Japanese language through practicing and training, by preparing a daily work report in Japanese, presiding or reporting at morning and closing meetings.

• Providing transportation for shopping and other activities.

[Points]

☆ Smoothly skill acquirement through Japanese study sessions and support for the Japanese language proficiency test

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**Points**

☆ Developing a system in which people involved may gather and solve problems as they arise

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**Lettuce harvest by the trainees**

**Japanese study session**

**Enjoying cherry-blossom viewing**
Kagawa Prefecture, Farming/Vegetables
K-Farm

[Outline of the Accepting Management Body]
Location: Zentsuji City, Kagawa Prefecture
Employees: 18 regular workers, 13 technical intern trainees,
2 part-time workers
Farm size: 55 ha (lettuce, broccoli, etc.)

Points
☆ Putting priority on communication, such as holding dinner parties
☆ Giving regular pay raises

[Situation of trainees and initiatives of the accepting management body]
• Accepted trainees since 1995 (from Cambodia, Laos and Philippines)
• Based on the farm operator's experience in agricultural training in the
United States, values communication, actively talks to each trainee, has
dinner parties for individuals and for nationalities, and hears their
problems and opinions.
• Adopted a fixed monthly salary system. Pay raises of 1,000 yen or more
when they are at technical intern training (ii), and 1,000 yen or more of
pay raise on the 2nd year of technical intern training (ii), 3 % or more
increase in salaries from the training (ii) to the training (iii).

[Initiatives of the Supervising Organization]
• Planning a new year's party, a cherry-blossom viewing, travel and the like, and
deepening mutual friendship between the accepting farmers and the
trainees.

Ibaraki Prefecture, Farming/Vegetables
Mr. A

[Outline of the Accepting Management Body]
Location: Ibaraki Town, Ibaraki Prefecture
Employees: 2 regular workers, 2 technical intern trainees
Farm size: 6 ha (lettuces, Cabbages, etc.), 12 ha (rice)

Points
☆ Instruction focused on getting used to work and living in Japan for
the 1st year

[Situation of trainees and approaches of the receiving management
body]
• Accepted trainees since 1995 (from Indonesia)
• Instruction focused on getting used to work and living in Japan for the 1st year
because the culture and tools used are different from their home countries
• In order to contribute to the improvement of Japanese language ability, talk to the trainees
at the same pace as we would to a Japanese person.

[Initiatives of the Supervising Organization]
• Once a month, holding a meeting with accepting farmers and the trainees.
Events such as information exchanges and farewell parties are also
held for the trainees.
• There are cases where some of the returnee technical intern trainees
are expanding the scale of farming in their home countries based on
their incomes and experiences in Japan, and some are also working
as agricultural instructors.
Chiba Prefecture, Poultry Raising, M-Nosan

[Outline of the Accepting Management Body]
Location: Asahi City, Chiba Prefecture
Employees: 25 regular workers, 8 technical intern trainees, 4 part-time workers
Farm size: Poultry raising (about 400,000 adult chickens, 100,000 growing chickens), beef cattle (200 breeding cows, 600 fattening cattle)

Points
☆ Holding regular study sessions in-house
☆ Providing a comfortable living environment, including private rooms

[Initiatives of the Accepting Management Body]
• Accepted trainees since 2008 (from Indonesia)
• Holding study sessions on poultry raising techniques with the president and employees once a month to gain knowledge and skills, as well as a confirmation (review) of practical training (to deepen understanding, work towards reducing mistakes during training, and to respond appropriately by the study session).
• Providing private residences in which to relax (equipped with rooms of 6 tatami mats, for 9 peoples, with TV, shared kitchen, shower room).
• Going out with the trainees for trips once a year, seeing the fireworks and holding an end-of-the-year party to deepen our friendship.
• We provide transportation because there are no supermarkets or post offices in the neighborhood.

Kumamoto Prefecture, Farming/Vegetables, Protected Horticulture, Y-Noen

[Outline of the Accepting Management Body]
Location: Yatsushiro City, Kumamoto Prefecture
Employees: 5 family workers, 8 technical intern trainees
Farm size: 4.3 ha (melons, tomatoes)

Points
☆ Providing fulfilling living utilities

[Initiatives of the Accepting Management Body]
• Accepted trainees since 2006 (from China)
• In order to properly manage working hours, the training practitioners and the trainees record a roster, and confirm with each other their salary payment dates.
• A dormitory has been prepared, and facilities such as parking lots, bicycles, refrigerators, rice cookers, and kitchens are prepared.
• The basic salary of technical intern undertaking training (i) is about 130,000 yen. There is also adequate overtime work, and there are also cases where they save about 4 million yen and return home when they complete technical intern training (ii). In addition, a bonus is paid when the person completes their training (ii) and returns home.
• Organizing "liaison committee of the technical intern trainee accepting farmers" which has JA staff concerned who also act as officers and perform supervising organization operations, and the accepting farmers who belong to the JA gardening department as members. As needed, representatives from the districts of the members get together and exchange opinions about training. Opinions at the liaison committee are shared with farmers at the monthly round of the supervising organization.