Japanese Agriculture and Migration

Big Farms deeply depending on the Technical Intern Training Program
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1. Expected Reform of the current Technical Intern Training Program
   —from the viewpoint of agriculture—To keep the current trainee system or to change to the guest worker system

1) Japanese agriculture and its structural change
Agriculture’s share of Japanese GDP is $4,380 billion in 2007 and almost one third of the United States. The percentage of the agriculture-forestry and fishing industry to GDP is 1.4%, while it is 1.1% in the US.

Japanese population is 128 million people with working people of 64 million which means almost half of population is labor force and it is same as US. United States has 1.4% of agriculture-forestry and fishery industry’s working people to total labor force, while Japan has 4.2%. But 40% of working force for agriculture in Japan is older than 65 years old, so slide of retiring movement of farmers comes out very soon. Although the number of farm families of Japan is 2.9 million, more than 2.1 farms of the US, most of them are not able to expect any successor or new comer, so drastic change into phasing out of many family farms will occur in the near future.

The mean size of each family farm is around only 1.83ha (45.8 acres) in 2008, so they do not afford to hire the workers, as well.

However, the different type of farmstead from the conventional household operation grows across Japan and they expand the size of business by renting farmland from farm families which give up farming. Or by purchasing land ownership, this type of farms is developing rapidly. Although its share is still small, they account 4.5% of all family farms selling agricultural products with managing 5 ha or more per each farm.

And this fact is important in terms of employed workers for these large farms.

Without workers they cannot maintain the size of business.

And among the hired workers, the trainees under the technical intern training program are many, and they are effectively contributing to Japanese agriculture.
2) The current number of foreign workers and the role of trainees

The massive quake hit the area along the shore of the northeast region of the Japan March 11th, 2011, and Tsunami killed around 20 thousand people including 3 thousand missing people, and the diffusion of radiation from the nuclear-energy plants caused strong fear to the people. Especially the foreign workers with no full and accurate information worried about the radioactive contamination. It is no wonder that they are really sensitive to it, so many foreign workers went back to their nations. Many Japanese people watched this situation through TV news and realized for the first time that so many outlanders were working for the farms, fish processing plants, textile mills, the industrial plants of electronics parts and component in the local areas.

Let us check the number of foreign workers here in Japan. The workshop of the Ministry of Health, Labor and Welfare shows the data based on the source of Immigration Bureau, Ministry of Justice. They are 930 thousand people in the end of 2006. In the end of 1996, it was 630 thousand people, so lately 1.5 times as many in 1996.

The aggregate number of the residents from abroad is 1.42 million people in the end of 1996, and when 630 thousand people with the permanent residents are deducted from it, the rest is 790 thousand.

630 thousand of foreign workers shown before are included in it without the persons of diplomatic work and with official visa. This figure of 630 thousand people in 1996 is increasing to 930 thousand in 2006.

Although 930 thousand people are only 1.5% of work forces of Japan, they are working exclusively for the some limited industries, so that its role is very large.

Among 930 thousand working people, the number of authorized workers is 760 thousand, while the number of unauthorized persons is 170 thousand people.

As for this breakdown of 930 thousand authorized workers, first, 180 thousand are specialist-skillful workers (in 96 years is 100 thousand people), and, second, 370 thousand of mainly Japanese descent people as permanent residents (230 thousand people) is with no restriction of job selection, accepted by amendment of the Immigration Control Law of 1990. Third is 100 thousand people (10 thousand people) with specific activity including 70 thousand trainees (6 thousand people) under the technical intern training
program. Forth is 110 thousand people (30 thousand people) are mainly under part-time jobs for the students from abroad.

3) Agriculture heavily depending on the trainees

The Japanese policy of being not depending on foreign workforce in the area of unskillful job has had a loophole by the technical intern training program. Agriculture is one of the typical industries, and especially big farms have accepted these trainees as cheap labor.

As everyone knows, this program has started for supporting developing countries with transfer of technology by providing chances to the trainees working on the site and by returning them with technique. However, from the viewpoint of farms, the trainees are good workers at the minimum wage which Japanese people decline to work.

And the first year for the trainee was totally training program period with not being protected by labor law, so the trainees were treated as the pure trainee with less income than minimum wage, although they surely contributed to the farms. What is more, some problems relating against human rights actions like no pay for overtime work or their passports kept by accepting organization (Implementing Organization) had happened.

In order to prevent such a thing, the amendment in 2008 was made properly so that only two months of the beginning period is considered as preparing time for them to get accustomed to Japanese communities providing the classes for language and other rules and rights. This period treats them same as before in terms of income and others, but after that the labor law is applied to them with minimum wage and other beneficiaries.

Farms accepting the trainees should pay the training costs and expenses, such as hotel costs, and voyage expense from overseas during 2 months with no job at farms. However, this training results in better communication with Japanese farmers. The significances of training are now supported by the farms.

However, this program is still oriented for training and for transfer of technique to developing countries which means trainees are expected to come back to agriculture even though the trainees do not have any career of agriculture. But the number of trainees who got job relating to the learned technique or got farmers after returning home is quite few.

Our view is that it is now to divide the current program into two categories. One is educating them and raising skill program, and other is accepting
them as working force under guest worker program. Supporting agricultural for developing countries is still important but this program should be concentrated into educating and training on the site, not guest worker program.

The number of trainees including all ones under that program is not really stable like 45 thousand people in 2010 and 72 thousand in 2007. Although it decreased immediately after the great earthquake and disaster, at the end of December, 2012, it returned to 49 thousand people.

49 thousand people are composed by 20 thousand of men and 29 thousand of women. 39 thousand people from main China are largest. By industry, trainees working for apparel and sewing industry are largest with 9.1 thousand, and next is 7 thousand for food processing industry. 5.7 thousand is for farms and 4.5 thousand is for metalworking industry. 3.1 thousand is for rubber and plastic industry and 1.5 thousand people are for others. Asahi Newspaper reported July 6, 2008 that among the trainees 16 thousand people for machinery and metals industry, 15 thousand for fibers and apparel industry, 7 thousand for food processing industry, 5 thousand for construction, 4 thousand for farms, and 1 thousand for fishery industry. They look almost same trend as shown before.

In addition, trainee disappearance is reported and the number of missing persons under the 2 to 3rd year training program exceeded 1 thousand people in 2010 while the largest in one year was 2 thousand.

2. **Horticulture is a growing sector in Japanese agriculture to need more workers while Japanese agriculture is dwindling**

Japanese agriculture is suffering from rapidly aging and decrease of farm labor. As the table 1 shows, the gross farm production has been dwindling from ¥ 11.7 trillion in 1985 to ¥8.0 trillion in 2009, which means that the rate of reduction is more than 30%. Especially the decline of rice production is tremendous (¥3.8 trillion in 1985 to ¥1.8 trillion in 2009, which means the rate of reduction is 53 percent.

Vegetable production including greenhouse vegetable, however, is not so worse (the reduction rate from 1985 to 2009 is only 4 percent). The proportion of vegetable to the gross farm production in value has increased from 18% in 1985 to 25% in 2009. From the viewpoint of farm production structure, vegetable has got much weight in Japanese agriculture. It might be said that
vegetable production is the sole farming sector that can be expected to grow. Some of vegetable farmers have extended their acreages by way of getting a farmland lease from the farmers who gave up farming. They keep the level of their sales or increase their revenues from farming.

Actually horticultural farmers including vegetable farmers occupy main position in farmers that achieve high farming sales. As the table 2 shows, the proportion of horticultural farmers in the farmers whose farming sales is between ¥5 million and ¥7 million is 59 percent. The same situation can be said to the farmers whose farming sale is between ¥7 million and ¥10 million as well as ¥10 million and ¥15 million. Approximately 60 percent of viable farms which can keep enough earnings from their farming are horticultural farmers though that of more than ¥15 million is 43 percent.

Generally speaking Japanese agriculture has been declining these decades, but the status of horticulture has been rising and some vegetable farmers have boosted their sales.
The number of farms

<table>
<thead>
<tr>
<th>Size</th>
<th>Livestock</th>
<th>Flowers</th>
<th>Fruits</th>
<th>Greenhouse</th>
<th>Vegetables</th>
<th>Rice</th>
</tr>
</thead>
<tbody>
<tr>
<td>5~7</td>
<td>59%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7~10</td>
<td>62%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10~15</td>
<td>62%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15~</td>
<td>43%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table of farm structure by farm type and scale of sales (2005)
Although most farms in Japan are family farming and the ratio of farmers who hire farm workers is not so many, hired farm workers are indispensable for horticulture including vegetable production. Vegetable farming is labor intensive, sometimes needs the more than the amount of workers family farming can provide especially in planting and harvesting seasons. The mechanization paces of farming operation differ and vegetable and fruits harvesting operation is difficult to be mechanized. Labor limitation is a main factor that prevents farmers from increasing their farming scale. It is hard to keep enough seasonal labor at an affordable wage farmers can pay. Some of large scale farms have come to hire year round workers making it certain to secure farm labors nevertheless it costs more than hiring seasonal labors. It is the reason why large scale horticulture farmers have come to introduce agricultural technical trainees these decades.

As the table 4 shows, the bigger the acreage of planting vegetable will be, the bigger the ratio of farmers who hire seasonal workers and the more the average number of hired seasonal workers per farmer become.

45 percent of the farmers whose acreage of planting vegetable is more than 2.0ha hire seasonal workers and it average number per farmer is 85 man-days. The latter figure is prominent and higher than other classes. This figure is calculated by dividing the number of hired seasonal workers by the total number of farmers of each class. When the number of hired seasonal workers is divided by the number of the farmers who actually hire seasonal workers, the figure will be bigger than that in the table 4. And the bigger the acreage of planting vegetable will be, the bigger the ratio of farmers who hire a year round workers and the average number of hired farm workers by the
year per farmer become also, although these figures are smaller than those of the case of seasonal workers.

<table>
<thead>
<tr>
<th>Acreage of planting vegetable</th>
<th>The ratio of farmers who hire farm workers by the year (%)</th>
<th>The average number of hired farm workers by the person per year per farmer</th>
<th>The ratio of farmers who hire seasonal workers (%)</th>
<th>The average number of hired seasonal workers per farmer per an-day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>1.9%</td>
<td>0.05</td>
<td>16.3%</td>
<td>15.0</td>
</tr>
<tr>
<td>Less than 0.5ha</td>
<td>1.0%</td>
<td>0.03</td>
<td>12.1%</td>
<td>7.3</td>
</tr>
<tr>
<td>0.5～1.0ha</td>
<td>3.2%</td>
<td>0.09</td>
<td>21.9%</td>
<td>21.3</td>
</tr>
<tr>
<td>1.0～1.5ha</td>
<td>4.1%</td>
<td>0.12</td>
<td>28.0%</td>
<td>32.2</td>
</tr>
<tr>
<td>1.5～2.0ha</td>
<td>5.0%</td>
<td>0.14</td>
<td>31.2%</td>
<td>34.8</td>
</tr>
<tr>
<td>More than 2.0ha</td>
<td>8.5%</td>
<td>0.28</td>
<td>45.8%</td>
<td>84.7</td>
</tr>
</tbody>
</table>

Table 4: The situation of hiring workers regarding vegetable farmers (2005)
Source: Agricultural Census

We can conclude that a few large scale vegetable farmers are growing their operation size by leasing farmland and hiring farm workers and there seems to be some problems in securing enough farming labor at an affordable wage for farmers. That is the background of spreading Technical Intern Training Program in the field of agriculture, especially horticulture.

3. Outline of the Technical Intern Training Program: A legal loophole to hire low wage farm worker from abroad.

Japanese agriculture, particularly horticulture, that is the only sector with a possibility to survive under the economic downturn since 1990s, what we call ‘the lost two decades’, needs low wage labor. It is difficult for farmers to keep enough Japanese farm workers at an affordable wage. They sometimes hired unauthorized foreign workers without having a choice. Japanese government does not accept foreign workers in the field that are not valued as professional or technical even if the productive population has been decreasing. They explain the reasons as follows: the need to maintain national living standards, to consider the public consciousness and to keep public welfare which stretch over a wide range of factors covering domestic security, the domestic labor market and social costs etc..

The farmers who hire illegal foreign residents run a risk of being accused. If such an occasion arises, farmers have to close their business or to reduce the scale of farming considerably at the least. The problem does not end there. When not a few members of an agricultural cooperative should be accused of being involved in hiring unauthorized foreign workers, the agricultural
cooperative cannot collect enough the amount of agricultural products to operate its business and keep the status in the market. Therefore the farmers who need to hire foreign workers have come to use Technical Intern Training Program introducing foreign labors as technical intern trainees under a mask of legality, supported by agricultural cooperatives in many cases. Some farmers who are opposition to agricultural cooperatives establish small business association through which they use this program and hire foreign workers. The Technical Intern Training Program has played a main role to introduce foreign workers into Japanese agriculture.

The Technical Intern Training Program is a program for accepting young workers from various foreign countries into Japanese industry and it does expect them to acquire industrial and vocational skills as technical intern trainees at accepting companies where they work in Japan during a fixed length stay.

There two types of the Technical Intern Training Programs depending on the accepting institution.

One is Individual Enterprise Type (Acceptance Managed by Individual Enterprises); Japanese companies (Implementing Organizations) that accept and provide technical intern for employees of overseas companies, joint venture companies and business partners.

Another is Supervising Organization Type (Acceptance Supervised by Organization); Organizations (Supervising Organizations) that accept technical intern trainees and provide technical intern trainee at their member companies (Implementing Organizations) and are not profit organizations such as chambers of commerce and industry or small business associations. Depending on the content of the activities performed by technical intern trainees, each of these two types can be categorized into activities for acquiring Skills in the first year and activities for becoming more proficient in acquired Skills in the second and third years. So the corresponding Status of Residence is categorized into four ‘Technical Intern Training’ categories. Individual Enterprise Type of the first year after entering Japan is the Status of Residence ‘Technical Intern Training (i) (a)’ and that of the second and third year is the Status of Residence ‘Technical Intern Training (ii) (a)’. Supervising Organization Type of the first year is
the Status of Residence ‘Technical Training (i) (b)’ and that of the second and third year is the Status of Residence ‘Technical Intern Training (ii) (b)’. When farmers like to participate in this program, usually they participate in Supervising Operation Type.

The eligibility requirements for Technical Intern Trainees are stipulated in the Immigration Control and Refugee Recognition Act (Immigration Act) of Japan. The main requirements are given as follows:
Skills to be acquired are not through mere repetition of simple works. A Technical Intern Trainee is 18 years old or over and is scheduled for engaging in the work which requires the technical skills acquired in Japan after he/she returns to his/her home country. A Technical Intern Trainee should be recommended by the central or the local government, etc., of his/her home country. Skills to be acquired in Japan are difficult to master in the Technical Intern Trainee's home country. That is why a Technical Intern Trainee has working experience in the same field of work as the technical intern training to be planned in Japan.

As the table 5 shows, ‘Sending Organization’ concludes an agreement on sending and accepting technical intern trainees with Supervising Organization and dispatches technical intern trainees to Japan. Supervising Organizations are responsible for accepting technical intern trainees under their supervision and are required to verify and ensure that the technical training at each company (Implementing Organization) is performed appropriately during the term of the Technical Intern Training (i) and (ii).

Supervising Organizations that are capable of accepting technical intern trainees are classified six types as follows: Chambers of commerce and industry or societies of commerce and industry, small business associations, vocational training companies, agricultural cooperatives and fisheries cooperatives, public interest incorporated associations and public interest incorporated foundations, and supervising organizations specified by announcements by the Minister of Justice. This means that farmers are Implementing Organizations and they have to belong to an agricultural cooperative or a small business association as a Supervising Organization. Implementing Organizations must pay wages to technical intern trainees in
accordance with Japanese labor laws and regulations, and ensure the provision of their accommodation, safeguard measures such as workers accident insurance and, etc.

The Japan International Cooperation Organization (JITCO) is founded in 1991 as a charitable organization with a shared jurisdiction among five Ministers: the Ministry of Justice, the Ministry of Foreign Affairs, the Ministry of Health, Labor and Welfare, the Ministry of Economy, Trade and Industry, and the Ministry of Land, Infrastructure and Transportation. The fundamental purpose of JITCO is to contribute to Technical Intern Training Program by assisting them to run smoothly and appropriately. All the program of Technical Intern Training (ii) (b) are assisted by JITCO, which means JITCO grasps the full situation such as the number, nationality, work type and etc. of Technical Intern Trainee (ii)(b).

The maximum period for engaging in Technical Intern Training Program (i) (b) is one year and that of Technical Intern Training Program (ii) (b) is two years, as the table 6 shows. A participant can be engaged in both Technical Intern Training Programs for up to three years. Participation in the
Technical Intern Training Program (ii) (b) is only open for trainees who have completed that of (i) (b). Occupations and selective works under which technical intern trainees can transfer to the second year are limited. If a technical intern trainee (i) (b) desires to advance to the second stage of Technical Intern Training Program (ii) (b), he/she is required to pass the skill test of the ‘Basic Grade 2’, of the National Trade Skills Test of its equivalent.

Supervising Organizations work out their technical intern training plans so that a Technical Intern Trainee (ii) (b) can reach the ‘Grade 3’ skill level at the end of the second year of Technical Intern Training Program (ii) (b). After a series of procedures have been completed, the Status of Residence ‘Technical Intern Trainee (i) (b)’ will be changed to ‘Technical Intern Trainee (ii) (b)’. Technical intern training for the second and third year must be conducted at the same company and with the same type of occupation as the first year. The purpose of this regulation is to check transferring a trainee from one farm to another farm just like a worker. Under this rule, a trainee who should be totally different in cast from his/her manager (employer in real terms) is forbidden to change his/her Implementing organization (farmer), which may impose psychological burden to the trainee and has made some problems such as power harassment or sexual harassment ever.

Technical Intern Trainees receive technical intern training from the first year in accordance to the employment agreement executed with relevant Implementing Organizations and are protected by the relevant Labor Laws of Japan. They must be paid the minimum or more wage amount stipulated in the Minimum Waged Law or more.
The program mentioned above is applied from July 1, 2010, reflected the amendment of the Immigration Control and Refugee Recognition Act in July 2009. Before this new revised program, the protections provided by labor-related law and regulations were not to be applied to the technical trainees in the first year (we called “Trainee”) and various problems have occurred. The table 7 shows the former program framework. The status of residence, which is ‘Trainee’ at the time of entrance, is changed to ‘designated activities’ after the completion of the necessary procedures. Foreigners who have the status of residence ‘Trainees’ are not permitted to participate in certain activities and receive rewards (they only receive a trainee allowance, less than minimum wages stipulated in Labor Law generally) because they are not classified as workers. When they transit to technical internship training from training, they are treated as workers. Foreigners who are allowed to receive the technical internship program are limited to those who satisfy the specified conditions. It must be proved that trainees have acquired a certain level or above with regard to technologies, skills and knowledge. Please note that the time of some of our field surveys is before the new program took effect.
Farmers cannot introduce technical intern trainees as only cheap labor without any restrictions. There is a limit on the number of technical intern trainees to accept. The limit of the number of technical intern trainees for Technical Intern Training (i) (b) is specified as the table 8 shows. We note that the number of technical intern trainees of farmers whose supervising organizations are agricultural cooperatives is less than that of farmers whose supervising organizations are small business associations and that farmers sometimes demand the lack of balance between agricultural cooperatives and small business associations. The limitation rule has been the same after the amendment of the Immigration Control and Refugee Recognition Act in July 2009. Judging from the limitation of the number of technical intern trainees, most of the farmers who accept technical intern trainees have not established large scale farming beyond family farming. We assume that the main purpose of introducing foreign trainees for farmers is keeping their farming going somehow, not making a big profit under limiting rule of number of trainees.

<table>
<thead>
<tr>
<th>Total number of regular employees at Implementing Organizations</th>
<th>Number of Technical Intern Trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>301 or more employees</td>
<td>1/20th of the total number of full-time employees</td>
</tr>
<tr>
<td>201 or more employees and 300 or less employees</td>
<td>15 Technical Intern Trainees</td>
</tr>
<tr>
<td>101 or more employees and 200 or less employees</td>
<td>10 Technical Intern Trainees</td>
</tr>
<tr>
<td>51 or more employees and 100 or less employees</td>
<td>6 Technical Intern Trainees</td>
</tr>
<tr>
<td>50 or less employees</td>
<td>3 Technical Intern Trainees</td>
</tr>
</tbody>
</table>

Note1: Technical Intern Trainees are not considered full-time employees.

Note2: The maximum of Technical Intern Trainees where Supervising Organizations are agricultural Cooperatives is 2 regarding incorporated farms.

Source: JITCO

Table 8: Limitation on the number of accepted Technical Intern Trainees
4. The situation of Technical Intern Trainees Program in agriculture

--The number of trainee for horticulture is the largest with some regional difference.

The number of trainees and those who applied for transition to technical intern has been increasing and the proportion of trainees who applied for transition to technical intern in trainees has been increasing also, as the table 9 shows. The ratio jumped up to more than 40 percent these days. The length of stay of foreign workers under this program has become longer (the maximum is three years), which might means that farmers want them to get farming skills to improve business efficiency because the more they work, the more they get accustomed to farming practices and acquire skills.

As the result, the estimated total number of the trainees and technical intern trainees has been increasing rapidly from 4,273 in 2001 to 16,650 in 2007 (That of 2008 decreased a little. We cannot tell the reason). It has quadrupled.

But we have to note that the number is the maximum because some are dismissed, run away from their farm to somewhere and are deported for crime. The number of full-time farmers (they are defined the working persons engaged in farming) whose ages are between 15 and 39, who are thought to correspond to foreign trainees and technical intern trainees in the regard of age and ability, is 96,000 in 2008. Comparing to this figure, we cannot overlook the presence of foreign workers in Japanese agriculture.

<table>
<thead>
<tr>
<th>year</th>
<th>2001</th>
<th>2002</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>The number of trainees (A)</td>
<td>3516</td>
<td>4645</td>
<td>4280</td>
<td>5980</td>
<td>6606</td>
<td>7496</td>
<td>9264</td>
<td>6353</td>
</tr>
<tr>
<td>The number of trainees who applied for transition technical interns (B)</td>
<td>510</td>
<td>849</td>
<td>1155</td>
<td>1837</td>
<td>2758</td>
<td>3341</td>
<td>4045</td>
<td>4981</td>
</tr>
<tr>
<td>The estimated total number of the trainees and technical intern trainees</td>
<td>4273</td>
<td>6004</td>
<td>6284</td>
<td>8972</td>
<td>11201</td>
<td>13595</td>
<td>16650</td>
<td>15379</td>
</tr>
</tbody>
</table>

Note: The estimated number of the trainee is the sum total of (A), (B) and the year before (B).

The number is the maximum. Some are dismissed, run away from their farm to somewhere and are deported for crime.

Source: JITCO

Table 9: The transition of the number of trainees in agriculture

The type of technical intern training has two types: one is cultivation farming and the other is livestock farming. The former consists of two works,
one is greenhouse horticulture and the other is upland farming and vegetable. The latter consists of three works: hog raising, poultry farming and dairy. Judging from what was mentioned before, the largest proportion of trainees who applied for transition to technical intern is greenhouse horticulture of 50.5 percent (3,079 persons) and the next is upland farming and vegetable of 29.3 percent (1,784 persons) in 2009, as the table 10 shows. The sum total is 79.8 percent. We can say that the technical intern training program is the system for vegetable production in a sense. As the result, there are many trainees and those who applied for transition to technical intern in the prefecture where horticulture is flourishing.

The table 10 verifies it. The top-ten prefectures in the rank of the number of trainees who applied for transition to technical intern accord to the rank of horticulture production. And trainees and those who applied for transition to technical intern concentrate in the horticulture prosperous prefectures. The share of trainees is 74.5 percent (4,857 in 6,511) and that of trainees who applied for transition to technical intern is 73.6 percent (3,670 in 4981) in 2008. Ibaraki prefecture has accepted the largest number of trainees who applied for transition to technical intern. Technical Intern Trainees has become indispensable for horticulture to vegetable production centers.
We are going to take a general view of the situation of introducing technical intern trainees every district in Japan based on the information provided by National Chamber of Agriculture before showing the result of our field surveys. The regional difference will be crystallized (The districts as below do not accord to those usually we use in Japan. There is not Tozan district below, Kanto district includes Yamanashi prefecture and Tokai district includes Nagano prefecture).

### Hokkaido (Hokkaido):

The number of agricultural technical intern trainees in Hokkaido is around 950, more than 700 of which are women. Nearly 90 percent of the trainees are from China and others are from Philippine or Vietnam. Most of Chinese trainees are from Manchuria, Liaoning province, Jilin province and Heilongjiang province. There are 45 accepting organization in Hokkaido and 33 of which are agricultural cooperatives. Agricultural cooperatives play a main role to introduce agricultural intern trainees in Hokkaido to deal with the shortage of farm labor at affordable wages for farmers. Situation in Hokkaido differ from other regions in Japan, the sector which the most absorbs agricultural technical trainees is dairy and the next is greenhouse horticulture. The issue regarding the Japanese Technical Training Program

<table>
<thead>
<tr>
<th></th>
<th>The number of the trainees(1)</th>
<th>The number of trainees who applied for transition to technical intern trainee(2)</th>
<th>The ranking of the vegetable production</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>6,291</td>
<td>6,511</td>
<td>4,045</td>
</tr>
<tr>
<td>Ibaraki</td>
<td>2,199</td>
<td>2,339</td>
<td>1,249</td>
</tr>
<tr>
<td>Chiba</td>
<td>529</td>
<td>457</td>
<td>376</td>
</tr>
<tr>
<td>Aichi</td>
<td>235</td>
<td>206</td>
<td>285</td>
</tr>
<tr>
<td>Kumamoto</td>
<td>394</td>
<td>481</td>
<td>284</td>
</tr>
<tr>
<td>Hokkaido</td>
<td>306</td>
<td>328</td>
<td>164</td>
</tr>
<tr>
<td>Nagano</td>
<td>412</td>
<td>411</td>
<td>152</td>
</tr>
<tr>
<td>Gunma</td>
<td>88</td>
<td>151</td>
<td>114</td>
</tr>
<tr>
<td>Tochigi</td>
<td>300</td>
<td>214</td>
<td>110</td>
</tr>
<tr>
<td>Kagawa</td>
<td>153</td>
<td>138</td>
<td>93</td>
</tr>
<tr>
<td>Miyazaki</td>
<td>151</td>
<td>132</td>
<td>39</td>
</tr>
<tr>
<td>Total of the top-ten</td>
<td>4,767</td>
<td>4,857</td>
<td>2,866</td>
</tr>
</tbody>
</table>

Source: JITCO, MAFF

Table 11: The number of the trainees in agriculture by prefecture (Top 10)
in Hokkaido is that most farmers except dairy farmers cannot use agricultural intern trainees an entire year because of its climate condition. Farmers are obliged to rest in winter owing to snow and cold weather. They have to pay even if they do not make their trainees work.

Tohoku (Aomori, Iwate, Akita, Miyagi, Yamagata and Fukushima):
The number of agricultural trainees and accepting organization is relatively small in Tohoku because its main sector is rice production. The number of the farmer is around 560 and that of the latter is 25. The number of vegetable producing districts in Aomori prefecture and Iwate prefecture is getting bigger these days. The two third of the agricultural trainees are from China (most of them from Manchuria) and the rest are from Philippine, Vietnam and Thailand.

Kanto (Ibaraki, Tochigi, Gunma, Saitama, Chiba, Tokyo, Kanagawa and Yamanashi):
There is a capital of Japan, Tokyo, in Kanto. Kanto has much population and many consuming cities. Also she has one of the most flourishing vegetable production regions. A large proportion of farmers are commercial horticulturists. The size of horticultural farmer is getting bigger and bigger, which has brought a situation where large scale farmers need hired labors. Average wage in Kanto district is highest in Japan because it is the most economic advanced area. It is hard for famers to get hold of farming personnel at their affordable wage. So they have to depend on agricultural technical trainees. The number of agricultural trainees has increased since a latter half of 1990s. The number of agricultural trainees is around 7000 and that of accepting organizations is 245. Especially Ibaraki prefecture accepts the largest amount of trainees. It seems to accept approximately 1500 agricultural technical trainees every year and the total number of them is between 4000 and 4500. Most of trainees are Chinese as well as other regions. 4500 of 7000 are Chinese and others are from Indonesia, Philippine, Thailand, Vietnam, Cambodia, India, Nepal, Myanmar and Paraguay. Nearly half of the agricultural trainees in Japan are concentrated in Kanto. Therefore we are going to describe the typical cases in Ibaraki prefecture of Kanto district.
Hokuriku (Niigata, Toyama, Ishikawa and Fukui):
The number of agricultural technical trainees in Hokuriku district is the smallest in Japan because it has much snow in winter, most of agricultural production is rice and there are few farmers who engage in vegetable production. The number of agricultural technical trainees is 250 and that of accepting organizations is 27. Three of accepting organizations are chambers of commerce and industry or societies of commerce and industry and the rest are agricultural cooperatives. Greenhouse horticulturists accept the most trainees in Niigata prefecture and in other three prefectures (Toyama, Ishikawa and Fukui) poultry farms accept the most trainees. There is a regional difference. Only four are Vietnamese and three are Indonesian, others are Chinese.

Tokai (Shizuoka, Aichi, Gifu, Mie, Nagano):
The number of agricultural technical trainees in Tokai districts has been increasing especially in Nagano prefecture and is more than 3400. The number is the second largest after Kanto district. The number of Nagano prefecture is more than 2000 and the biggest in Tokai. The number of accepting organizations is 98 and the number of small business associations has the largest share. Only 21 are agricultural cooperatives. There are 12 agricultural cooperatives and 22 small business associations in Nagano prefecture alone. In Nagano, many trainees whose work fall under upland farming and vegetable return home within one year because it snows much and there are little farming works in winter. Most of the agricultural trainees are from China.

Kinki (Shiga, Kyoto, Nara, Wakayama, Osaka and Hyogo):
The number of agricultural technical trainees in Kinki district is the second smallest in Japan because the large amount of farmers is so small that most of them have no room to hire agricultural labor. The number of agricultural technical trainees is 300 and that of accepting organizations is 28. The five of accepting organizations are chambers of commerce and industry or societies of commerce and industry and the rest are agricultural cooperatives. Almost trainees are Chinese and they are from Sichuan province, Jiangsu province, Shandong province and Liaoning province.
Tyugoku (Okayama, Hiroshima, Tottori, Shimane and Yamaguchi):
The number of agricultural technical trainees is about 600. The number of
Hiroshima prefecture which has many greenhouse horticulturalists is more
than 250. That of Okayama prefecture where there is a producing center of
dairy is around 200 and those of others prefectures are small because they
are mountainous area which have a heavy snow in winter. The number of
accepting organization is 54 and most of them are small business
associations. Agricultural cooperatives play a little role in Tyugoku district.
Nationality of agricultural technical trainees is different from other districts.
The proportion of Chinese is the only half. Others are from Indonesia,
Philippine, Vietnam, Thailand, Cambodia and Myanmar.

Shikoku (Kagawa, Tokushima, Ehime and Kochi):
Shikoku is one of the most advanced commercial agricultural regions and
has many famous producing centers of vegetable, greenhouse horticulture
and fruits. The number of agricultural technical trainees is 1500. The two
third of them are Chinese. The number of the trainees from other countries
is increasing these days. The one third of them is Indonesian, Philippines,
Vietnam, Thailand, Cambodia and Paraguay. The number of accepting
organizations is 76. That of Agricultural cooperatives and chambers of
commerce and industry or societies of commerce and industry is very small
(the former is 6 and the latter is two). The majority of accepting organization
is small business associations.

Kyushu (Fukuoka, Kumamoto, Oita, Saga, Nagasaki, Miyazaki, Kagoshima
and Okinawa):
Kyushu has many producing centers of vegetable using its warm climate.
The number of agricultural technical trainees is rapidly increasing last
decade to 3300. The number of Kumamoto prefecture is more than 1500 and
the biggest in Kyushu. There seems to be between 300 and 400 in other each
prefecture (Fukuoka, Nagasaki, Oita, Miyazaki and Kagoshima).
Greenhouse horticulture is the biggest sector that accepts agricultural
technical trainees and its number is 2200. Raising vegetable outdoors is the
second biggest sector and its number is 700. The number of accepting
organizations is 65. The eleven of them are agricultural cooperatives and the
most of the rest are small business associations. Most of the trainees are
Chinese. They are from Beijing City, Jilin province, Hubei province, Shandong province, Sichuan province and Liaoning province.

5. The situation of farmers who accept agricultural foreign trainees - the results of field research in Ibaraki prefecture -

Ibaraki prefecture in Kanto district is a typical vegetable production center region where some farmers have enlarged their farming scale renting farmland from retired farmers and accepting foreign agricultural trainees as cheap workers. We take up two areas of Ibaraki prefecture. One is Asahi Village and the other is Yachiyo Town. In both areas, agricultural cooperatives play main role as Supervising Organizations to introduce foreign trainees to large-scale farmers as Implementing Organizations. We explain the change of farm structure and the situation of farmers who introduce foreign farming trainees based on the field survey data.

Asahi Village:
Asahi Village of Ibaraki prefecture is famous for the production center of sweet potato and greenhouse melon. We made a field survey focusing on the sweet potato farmers who have enlarged their farming scale. The farmers are classified to the largest farmers in the village according to the Agricultural Census data.
First of all, we identify the character of farm structure of Asahi Village by Agricultural Census. The points we can confirm is three. The first is the number of large-scale farmers has been increasing. The number of the farmers whose operating acreage is more than 5 hectare was 9 in 1985, however, has been increasing from 20 in 1990, 36 in 1995, 61 in 2000, and to 79 in 2005 at last. The second is the ratio of lease farmland of the total operating field in Asahi Village has been increasing. The figure was only 3.7 percent in 1985, has been increasing from 7.9 percent in 1990, 12.0 percent in 1995, 23.1 percent in 2000 and to 30.3 percent 2005. It means that farmers rent farmland from others and have accomplished a large-scale farming. The last is the both number of farmers who hire year-round agricultural workers and of year-round agricultural workers in the village has been increasing. The former was only one in 1985 but it has been increasing from 6 in 1990, 27 in 1995, 73 in 2000 and to 134 in 2005. The latter was only 7 persons in 1990 (we cannot get the figure in 1985 because of data limitation) but it has
been increasing from 54 persons in 1995, 169 persons in 2000 and to 280 persons in 2005. We can conclude that renting farmland and hiring year-round workers have boosted the expansion of large-scale farmers in Asahi Village. The trend has been enhanced after 1990s when the Technical Intern Training Program of Supervising Organization Type was started as the figures jumped up during 1990s.

Field survey in Asahi Village was conducted September 2002. We would like to show the result of the research briefly. Please look at the table 12 which shows the general situation of the farmers. All the operational acreage of six farmers is more than 10 hectare and the ratio of the land rented from others in the total operation land is very high (the average ratio is 75.2 percent). They have established large-scale by renting farmland as the Agricultural Census shows.

Most of the farmers have two-generation family farming labors as full-time farmers and usually they live in one house. They do not accept foreign trainees because they do not keep enough family labors. As for the area planted, Sweet potato has the largest share. Every farmer operates greenhouse to produce cherry tomato to make the maximum use of foreign trainees because they are fixed costs. All their total sales exceed twenty million Japanese yen and some are over thirty million.

<table>
<thead>
<tr>
<th>Farmer's number</th>
<th>Land owned by farmer</th>
<th>Land rented from others</th>
<th>Total area</th>
<th>The number of men</th>
<th>The number of woman</th>
<th>Sweet potato</th>
<th>Potato</th>
<th>Japanese radish</th>
<th>Cherry tomato (green house)</th>
<th>Total sales</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>270</td>
<td>1470</td>
<td>1740</td>
<td>2</td>
<td>2</td>
<td>1740</td>
<td>30</td>
<td>350</td>
<td>450</td>
<td>3600</td>
</tr>
<tr>
<td>2</td>
<td>450</td>
<td>600</td>
<td>1050</td>
<td>1</td>
<td>1</td>
<td>800</td>
<td>350</td>
<td>50</td>
<td>260</td>
<td>3300</td>
</tr>
<tr>
<td>3</td>
<td>450</td>
<td>820</td>
<td>1270</td>
<td>2</td>
<td>1</td>
<td>1270</td>
<td>25</td>
<td>2500</td>
<td>800</td>
<td>2500</td>
</tr>
<tr>
<td>4</td>
<td>230</td>
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<td>1230</td>
<td>2</td>
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<td>230</td>
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<td>2100</td>
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<td>800</td>
<td>1150</td>
<td>2</td>
<td>2</td>
<td>1150</td>
<td>30</td>
<td>3000</td>
<td>800</td>
<td>2600</td>
</tr>
<tr>
<td>6</td>
<td>380</td>
<td>700</td>
<td>1080</td>
<td>2</td>
<td>2</td>
<td>1000</td>
<td>200</td>
<td>200</td>
<td>1080</td>
<td>2900</td>
</tr>
</tbody>
</table>

Note 1: The unit of the operation acreage is an are.
Note 2: All family labors are full-time farmers.
Note 3: The unit of the area planted is an are.
Note 4: The unit of total sales is ten thousand Japanese yen.
Source: Field survey conducted in September 2002

Table 12: The general situation of the target farmers of the survey in Asahi Village

All the farmers hire agricultural workers as the table 13 shows. They combine seasonal workers and foreign trainees as year-round workers. The
Indonesians seem to be illegal workers who are mainly working for the marine product processing factory in the neighboring Town (Oarai City). We would like to show the parts of interview from farmers as below.

No.1 farmer talked about his hired farm workers as below. “I have introduced two Chinese trainees since 1998, paying 85,000 yen per month. I have to offer accommodation to them free. But they really contribute to my farming. I want to hire more foreign trainees if I could (there is a limitation as mentioned before).”

No.2 farmer talked. “I have introduced two Chinese trainees since 1997 through agricultural cooperative. There is a limit on number of foreign trainees. If this restriction is relaxed, I want to accept much more. I need year-round farm workers. Chinese trainees work harder than Japanese workers because they come here to earn money. I hire Indonesians who are working in the marine product processing factories in Oarai City in fall, harvesting season of sweet potato. Their busy time is winter. They are free in fall. They appear in my field and beg for me to hire them sometimes. It is five or six years since I hired them. Anyway I need more foreign trainees as year-round workers to enlarge the scale of farming.”

No.3 farmer talked as below. “I do not accept Chinese trainees. In sweet potato harvesting season, I employ three Indonesians for two months. I pay them 6500 yen per day, which is more than the payment for Japanese 6000 yen per day because they work harder than Japanese.”

No.5 said to me. “I accept three Chinese trainees. I established a small

<table>
<thead>
<tr>
<th>Farmer's number</th>
<th>The number of seasonal workers</th>
<th>The number of foreign trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Indonesian</td>
<td>Japanese</td>
</tr>
<tr>
<td>1</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Note 1: Indonesians seem to be unauthorized seasonal workers.
Note 2: All the Japanese seasonal workers are women and live in the neighborhood of their employers.
Note 3: All the foreign trainees are Chinese.

Table 13: The hired farm workers in Asahi Village
business association, through which I introduce foreign trainees. Agricultural cooperatives impose farmers a condition that the sale amount that farmers sell their farm products through agricultural cooperative is more than fifteen million yen when farmers introduce foreign trainees through agricultural cooperative."

Yachiyo Town:
Yachiyo Town of Ibaraki prefecture is famous for the production center of Chinese cabbage, “hakusai”, in winter. We made a field survey research on the large scale Chinese cabbage farmers hiring agricultural workers. The farmers are classified to the largest farmers in the village according to the Agricultural Census data.

First of all, we identify the character of farm structure of Yachiyo Town using Agricultural Census. The points we can confirm is three just like as Asahi Village as mentioned above. There is a commonality in the farm structural change process after 1990s. The first is the number of large-scale farmers has been increasing. The number of the farmers whose operating acreage is more than 5 hectare was only 1 in 1985. But it has been increasing rapidly from 5 in 1990, 21 in 1995, 60 in 2000, and to 80 in 2005 at last. The second is the ratio of lease farmland of the total operating field in Yachiyo Town has been increasing. The figure was 5.9 percent in 1985, has been increasing from 8.9 percent in 1990, 15.6 percent in 1995, 28.6 percent in 2000 and to 39.3 percent 2005. Around forty percent of farmland in the town is leased to the farmers who have an intention to expand their operation size. Thanks to such a plenty of farmland supply, some farmers have accomplished a large-scale farming and the number has been rapidly increasing. The last is the both number of farmers who hire year-round agricultural workers and of year-round agricultural workers in the village has been increasing. There was no farmer who hired year-round agricultural workers in 1985. But the figure has been increasing from 5 in 1990, 13 in 1995, 82 in 2000 and to 140 in 2005 at last. The latter was only 10 persons in 1990 but been increasing from 28 persons in 1995, 208 persons in 2000 and to 296 persons in 2005. Both figures have soared after 1995. We can conclude that renting farmland and hiring year-round workers have boosted the expansion of large-scale farmers in Yachiyo Town. The trend has been enhanced after the middle of 1990s when the Technical Intern Training
Program of Supervising Organization Type was started in November 1998 by agricultural cooperative of this town.

Field survey in Yachiyo Town was conducted August 2003. We would like to show the result of the research briefly. Please look at the table 14 which shows the general situation of the farmers.

Four of six farmers’ farming scale is more than 10 hectare and the ratio of the land rented from others in the total operation land is extremely high (the average ratio is 83.8 percent). They have established large-scale by renting farmland as the Agricultural Census shows above. Most of the farmers have two-generation family farming labors as full-time farmers. They accept foreign trainees not because they do not keep enough family labors but because they have a clear intention to enlarge their farming operation with the help of trainees.

As for the area planted, Chinese cabbage has the largest share but the smaller the area planted will be, the smaller the proportion of Chinese cabbage in the total area planted will be. There seems to be a planting pattern difference by their farm size. All their total sales exceed thirty million Japanese yen and that of No.1 farmer is nearly eighty million.

<table>
<thead>
<tr>
<th>Farmer’s number</th>
<th>The operation acreage</th>
<th>Family labor</th>
<th>The area planted</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Land owned by farmer</td>
<td>Land rented from others</td>
<td>Total area</td>
</tr>
<tr>
<td>1</td>
<td>140</td>
<td>1580</td>
<td>1720</td>
</tr>
<tr>
<td>2</td>
<td>240</td>
<td>1370</td>
<td>1610</td>
</tr>
<tr>
<td>3</td>
<td>150</td>
<td>855</td>
<td>1005</td>
</tr>
<tr>
<td>4</td>
<td>208</td>
<td>800</td>
<td>1008</td>
</tr>
<tr>
<td>5</td>
<td>200</td>
<td>400</td>
<td>600</td>
</tr>
<tr>
<td>6</td>
<td>100</td>
<td>350</td>
<td>450</td>
</tr>
</tbody>
</table>

Note 1: The unit of the operation acreage is an are.
Note 2: All family labors work more than 100 day in a year and most of them are full-time farmers.
Note 3: The unit of the area planted is an are.
Note 4: The unit of total sales is ten thousand Japanese yen.
Source: Field survey conducted in August 2003

Table 14: The general situation of the target famers of the survey in Yachiyo Town

As the table 15 shows, all the farmers hired year-round farm worker including foreign trainees. No.2 farmer do not accept foreign trainees but hire many seasonal workers who are all Indonesians seemed to be unauthorized workers. Anyway farmers combine seasonal workers and foreign trainees as year-round workers to establish their farm operations
Some farmers told that Japanese women seasonal workers were indispensable for Chinese cabbage production because they had a skill to take care of the plants which was difficult for Chinese trainees to acquire within a few years. We would like to show the parts of interview from farmers as below.

No.1 farmer talked about Chinese agricultural trainees. “I was wondering how long we can hire Chinese agricultural trainees. I’m afraid that the wage in China will be increasing in near future because Chinese economy will make a high economic growth without fail.”

No.4 farmer told as below. “I think there is a problem regarding Chinese trainees. They do not have enough ability to make proper cultivation techniques, taking measures suited to the situation of plants. If they have such ability, I would like to hire more Chinese trainees.”

6. The latest situation of Yachiyo-Town: No Chinese trainees back to China after the disaster
Due to the rumors by following diffusion of radiation, many trainees went back to China. However, in Yachiyo-Town, all trainees under the supervising organization of the local agricultural cooperative have kept their jobs. Let us clear the reason.

<table>
<thead>
<tr>
<th>Farmer's number</th>
<th>The man-days of seasonal workers</th>
<th>The number of Japanese year-round farm worker</th>
<th>The number of foreign trainees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>412</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>2</td>
<td>1350</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>480</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>40</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>5</td>
<td>90</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>6</td>
<td>35</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

Note 1: All the seasonal workers are Japanese except those of No.2 farmer. No.2 farmer hires Indonesian unauthorized workers, maximum of which is six.

Note 2: Japanese year-round workers are hired through Public Employment Security Office.

Note 3: All the foreign trainees are Chinese.

Table 15: The hired farm workers in Yachiyo Town

No.1 farmer talked about Chinese agricultural trainees. “I was wondering how long we can hire Chinese agricultural trainees. I’m afraid that the wage in China will be increasing in near future because Chinese economy will make a high economic growth without fail.”

No.4 farmer told as below. “I think there is a problem regarding Chinese trainees. They do not have enough ability to make proper cultivation techniques, taking measures suited to the situation of plants. If they have such ability, I would like to hire more Chinese trainees.”

6. The latest situation of Yachiyo-Town: No Chinese trainees back to China after the disaster
Due to the rumors by following diffusion of radiation, many trainees went back to China. However, in Yachiyo-Town, all trainees under the supervising organization of the local agricultural cooperative have kept their jobs. Let us clear the reason.
Ibaraki Prefecture including Yachiyo-Town is next to Fukushima Prefecture with the nuclear-energy-plants disaster, but Ibaraki is quite far from the plants and out of evacuation area. However, according to Ibaraki Newspaper, a local one, dated July 13, 2011, reported 28% of 1,583 trainees, 439, as of March 10, 2011, went back to their countries considering earthquake disaster and nuclear accident as a reason. So many farms were forced to reduce the production size as a result, the paper mentioned.

Different from other areas in Ibaraki, Yachiyo-Town is featured with the big role of the local agricultural cooperative activity as the supervising organization.

Yachiyo-Town is very famous for large Chinese cabbage and a melon producing area, and they accepted 291 trainees under the local coop plan (230 trainees for Yachiyo-Town farms and 61 ones for farms in the neighboring areas) for 107 farms in 2011. A farm accepted averagely 2.7 trainees and many farms have accepted for years.

Since about three trainees per one farm, they usually accept one new trainee annually and other 2 trainees (one is introduced under the third year program and the other is under the second year program). They can help each other to understand the contents of farming job and other matters regarding such as Japanese life customs. Thus, experiences are easily transmitted and shared among them.

The reason why they have no trainee back to home country after the earthquake, tsunami and nuclear plant disasters, is considered as follows.

The agricultural cooperative in Yachiyo Town as supervising organization has had long and strong cooperation with Chinese sending organization to manage the program smoothly.

Local Chinese sending organization every year open their recruiting in the specific provinces and the interviews to the applicants are carried out by both sending organization staffs and supervising organization ones. What is more, after selecting the candidates, the staffs from 2 organizations spend several days at the training camp making a deep interview to get more information of each candidate and check his/her personality and character. The most important point is that the representative, who is able to understand Japanese, of Chinese sending organization resides at Yachiyo-Town and helps the Chinese trainees. It was quite helpful for the
trainees to get the exact information and explanation from him. And they communicated with their families in China by Skype.
In addition, they must have thought to avoid flight expense which they have to pay in case of return to their countries due to own reason. And probably some guarantee money already paid from Japanese side was one of the reasons to keep them stay and work, because 300 thousand yen per each are paid after coming back to China from the Sending Organization. But we can say that it is large to have obtained the exact information about nuclear disaster and its influence first of all and it help them continue working.
Anyway it seems that cooperation of such a sending organization and an accepting organization of the local agricultural cooperative has taken effect.

About wage for trainee, basic wage for 44 hours per week is 690 yen per one hour same as the minimum wage in Ibaraki, and pay for overtime work is 863 yen per one hour. Trainees mentioned the average actual monthly income was from 120 to 150 thousand yen, while farmers told they paid around 190 thousand which included tax, social security costs and others. In addition to this, farmers are expected to pay voyage expense and 2 months’ cost for training period which was around 200 – 300 thousand yen. 20 thousand yuan (almost 300 thousand yen) guarantee money, training costs, traveling cost, and costs for 2 organizations activity etc. are paid by farms. Some farmer who has introduced Chinese trainees for 10 years mentioned that total cost except the wage is about 50 thousand yuan (750 thousand yen) per one trainee.
About accommodations for trainee, separate facility with two types of one bed and two bed rooms with TV, washing machine and air conditioner, is usually prepared for them within the farmer’s residential plot. Farmers receive about 20 thousand yen per month as apartment rent and energy expense from each trainee.

The sending organization recruits only 25 to 35-year-old and married male in the same provinces considering the well known reputation about this activity in Japan. Japanese farmers are satisfied with this system except for no eligibility for them to get driver license all three years and they hope experienced trainee
could come again under this system because the regulation limits only one chance for each people. Trainees hope they are able to change their working farms during their stay in Japan since they are appointed to the specific farms with no selection after coming to Japan. Anyway, it seems that most of the current trainees are not really farmers and they intent to earn in Japan as migrant workers, and they mentioned actual income here are big some comparing to local income at their original area. So, even after the nuclear plants disaster, more applicants to this program continue.

Moreover, in Yachiyo-Town, the place where Chinese people gather is also located in the region, and information exchange and an international phone call are also available.

Four farmers in Yachiyo-Town interviewed in 2011 summer, mentioned simultaneously the big role of Chinese trainees for their farm operation. Farmer “F” mentioned 3 Chinese trainee are engaging for basic operation but difficult to classify products and put them into the boxes for shipping due to severe regulation under coop marketing strategy. But, 3 family members are not able to operate 5 ha for Chinese cabbage and 5 ha green houses for melon, so 3 trainees are really helpful. Farmer “I” operates 20 ha planting acreage for Chinese cabbage and cabbage with 2 family members. And 4 Chinese trainees are doing main job working with 2 Japanese seasonal workers. Farmer “O” told 2 family members are not able to grow 3.6 ha of vegetable and 2.1 ha of melon in the greenhouses, so 2 Chinese trainees are helpful. Only three Japanese are hired at seasonal and part-time base. Farmer “I-2” operates 15 ha for Chinese cabbage and cabbage and 5 ha for rice. 2 family member with 4 Chinese trainee are good team, but rice production is managed by only family member, simply because rice is not included in the transferable technique.

Japanese trainee program looks like the guest worker program in the US, but the trainees are not allowed to come into Japan with family. We must examine two or more times of their visits to Japan with families
and the longer maximum period than the current three years, available.
Anyway the current trainee system of Japan is not equivalent to the notion of immigration policy

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