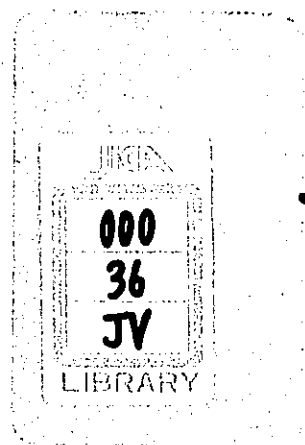


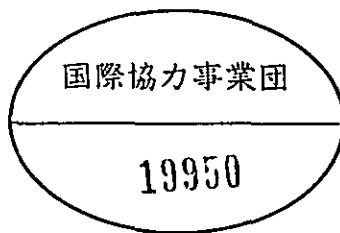
J. O. C. V.

— Organization & Activities —

1 November 1974

Japan Overseas Cooperation Volunteers





The brief material included in this booklet is designed for those people who may be interested in the organization and activities of Japan Overseas Cooperation Volunteers (JOCV), the official export volunteer service of Japan.

This brochure will be issued twice a year, following the despatch of each group of volunteers under the programme.

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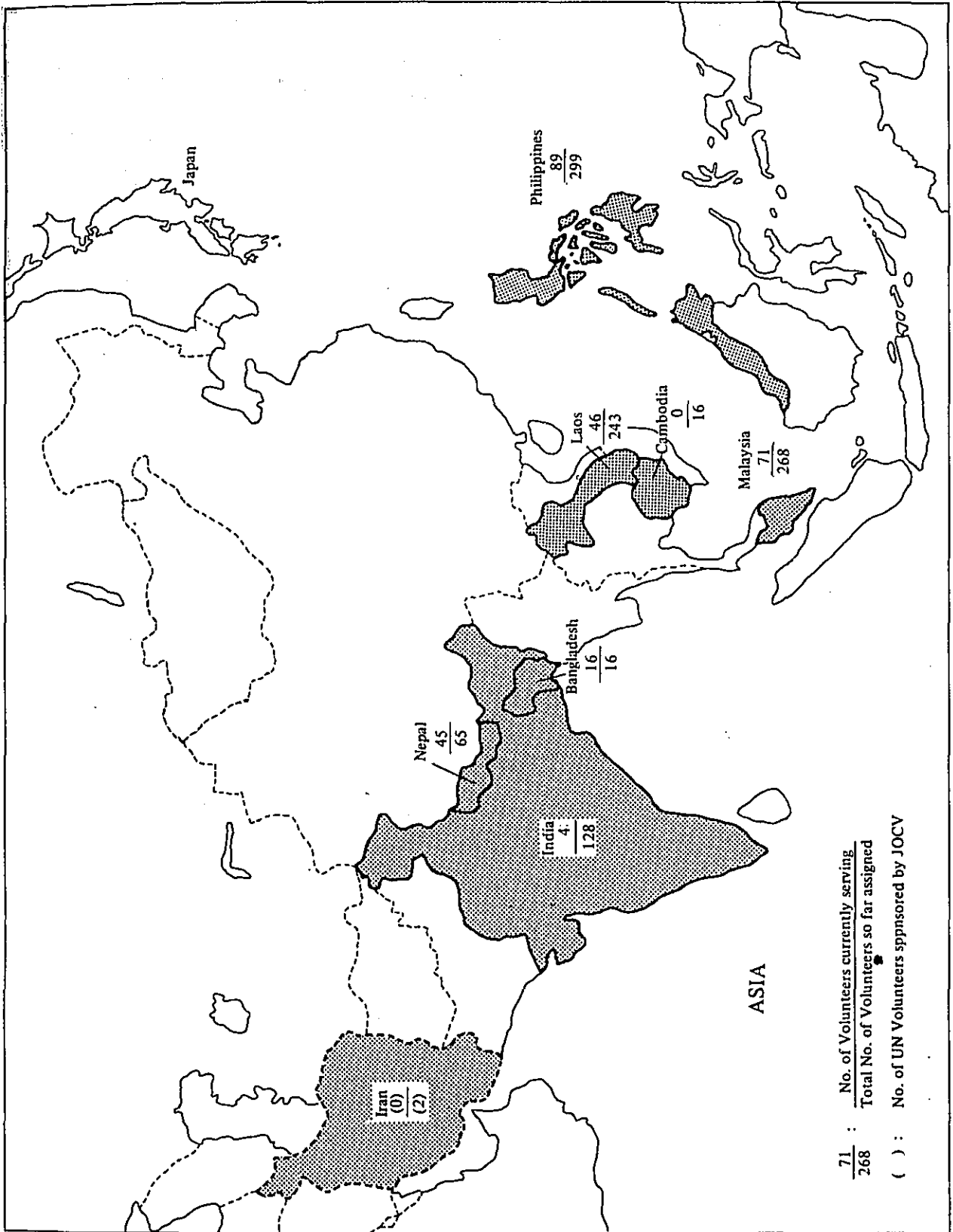
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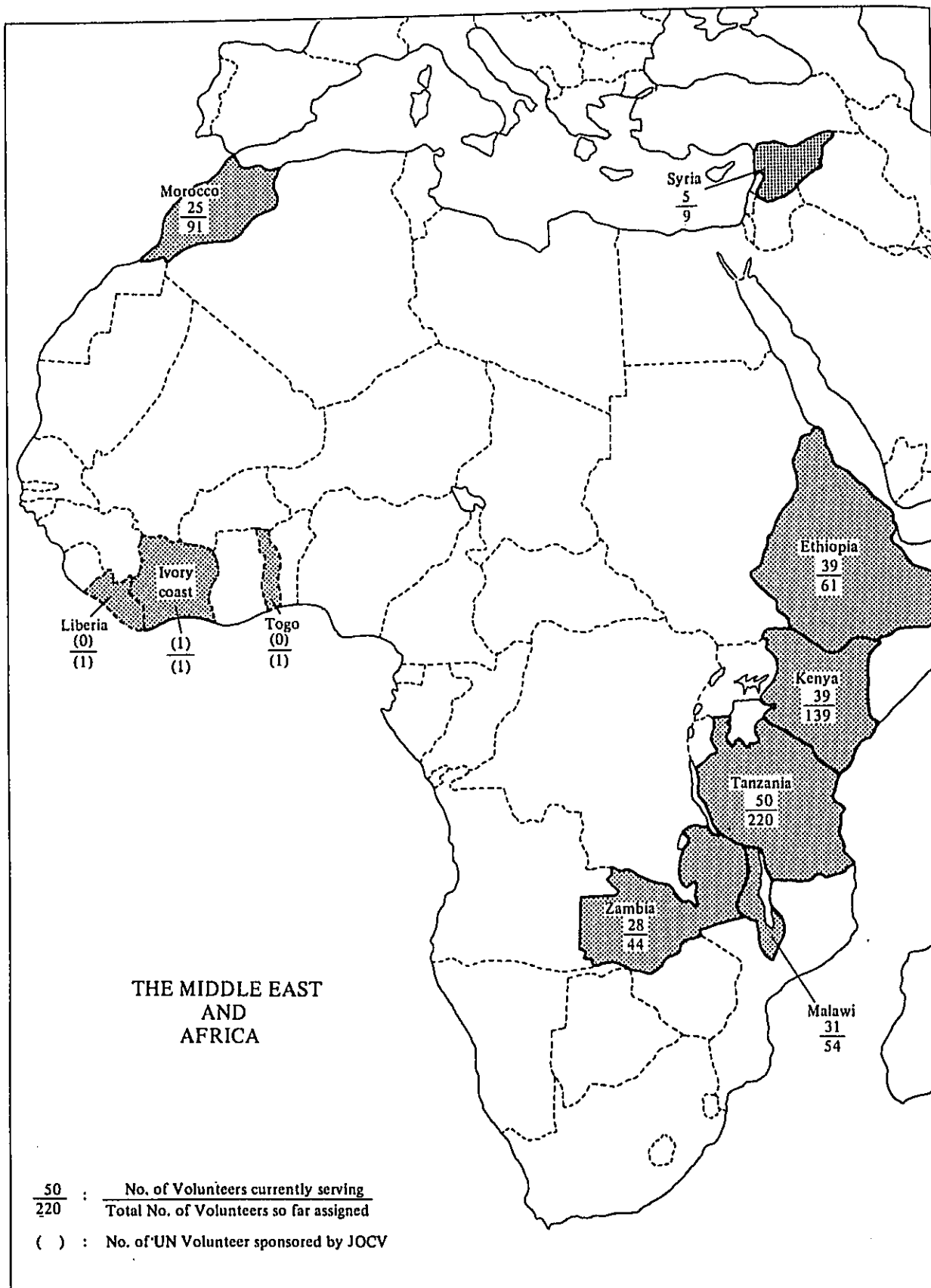
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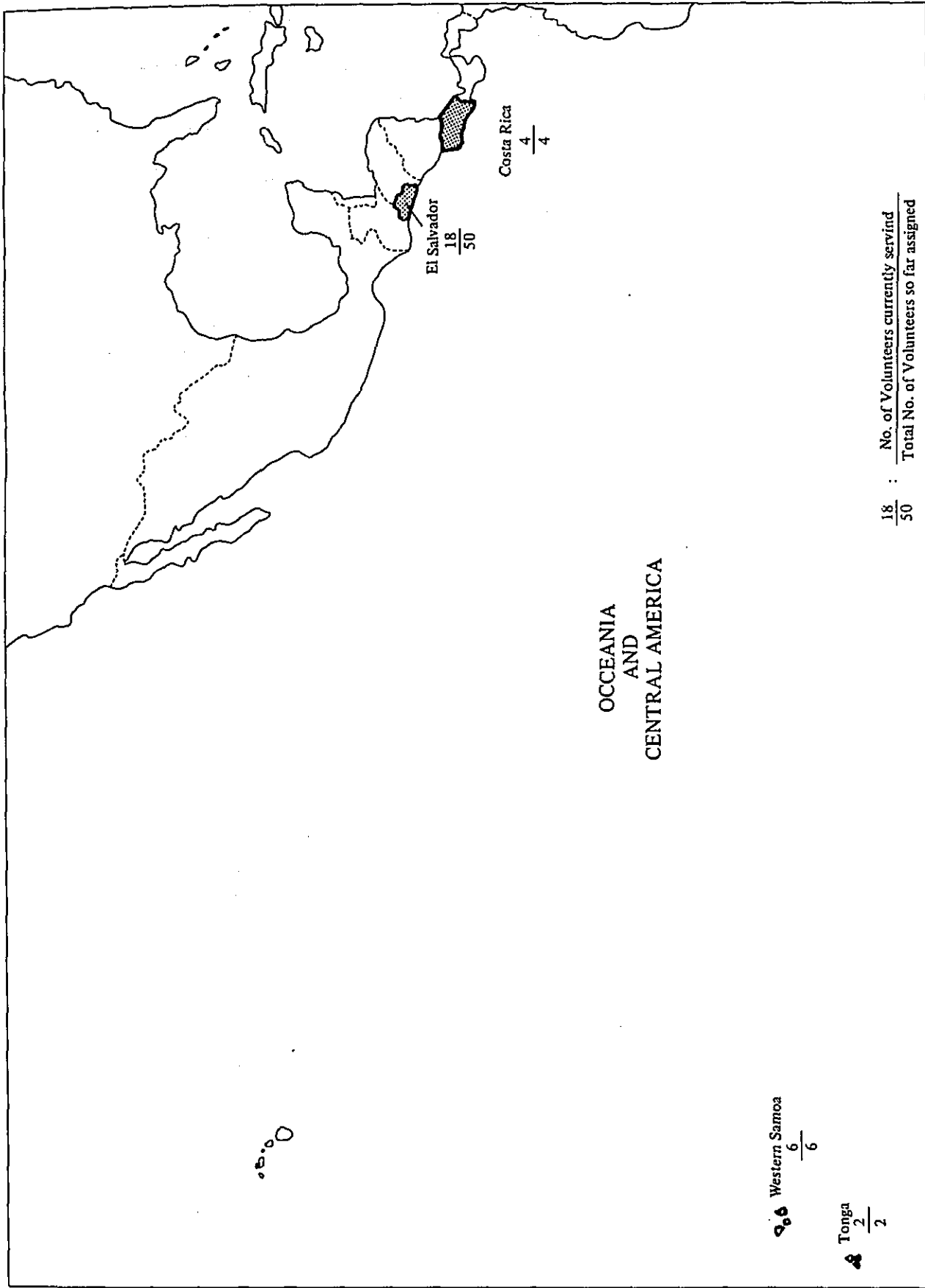
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1. JOCV - Japan's Official Overseas Volunteer Service Programme

Japan's version of what later became known as "overseas volunteer service" had been suggested as early as in the late 1950's by certain circles both in the Government and among the general public. The creation of several overseas volunteer programmes in North American and European countries in the early 1960's encouraged Japan to create one. Thus, in 1965 NIHON SEINEN KAIGAI KYORYOKU-TAI-Japan Overseas Cooperation Volunteers (JOCV) - was created as a new type of the nation's technical cooperation with the developing world. As such, a secretariat was set up within the organizational framework of the Overseas Technical Cooperation Agency (OTCA), a statutory institution established by the Government in 1962 to execute its technical cooperation programmes.

It was towards the end of 1965 that twenty-six young Japanese volunteers, recruited and trained by JOCV, were dispatched to four Asian countries: Cambodia, Laos, Malaysia and the Philippines.

With this moderate start the programme of JOCV has steadily continued to grow in the past nine years. By the end of October, 1974 JOCV has sent out 1,718 volunteers of its own to eighteen countries in the developing world, including: Bangladesh, Cambodia, India, Laos, Malaysia, Nepal, and the Philippines (Asia); Tonga and Western Samoa (Oceania); Morocco and Syria (North Africa and the Middle East); Ethiopia, Kenya, Malawi, Tanzania and Zambia (Africa); and Costa Rica and El Salvador (Latin America).

In addition, JOCV has recruited and sponsored five volunteers from Japan to serve under the United Nations Volunteers Programme, since Japan decided in 1972 to cooperate, on an experimental basis, with this new international volunteer programme.

In August 1974 OTCA was merged into a newly created statutory organization called Japan International Cooperation Agency (JICA), and the Programme of JOCV became one of JICA's major activities. The law enacted for JICA stipulates among others that the Programme of JOCV is based on the positive participation by the Japanese youth who are interested in international development cooperation.

Many of the volunteers sent out in earlier years have returned after their two-year overseas services, and at the end October, 1974 JOCV has 528 volunteers, including one UN volunteer, currently serving in eighteen countries in different parts of the world, as are shown on the Maps following the Table of Contents as well as in Appendix 1).

2. Conditions of Service

As is the case with most overseas volunteer programmes, the term of overseas service

by JOCV volunteers is two years. This term includes a one-month in-country training in each recipient country, but excludes their pre-assignment training in Japan which now extends to an additional four-month period. Increasingly, however, a considerable number of volunteers are requested by their host Governments to extend their stay for a further period. As far as the proposed extension of service is acceptable to the volunteers, JOCV encourages them to prolong their service. Approximately 30% of the volunteers usually extend their stay for a period ranging from three months to one or two years.

Each volunteer's travel expenses between Japan and his country of assignment is paid by JOCV. JOCV also pays the volunteer a living allowance at a rate of no less than U.S. \$170, depending on the cost of living in each country. The amount of the living allowance is by far less than what an average JOCV volunteer could earn had he remained in Japan and worked. But JOCV keeps the rate deliberately low to ensure that its volunteers should be truly interested in volunteer service overseas. The volunteer is expected to subsist on the allowance, which should cover all living expenses, except his housing accommodation which the host Government or institution is expected to provide for as is usually agreed upon between the host and Japanese Governments. The host Government is also expected to provide the volunteer with free medical care whenever necessary, again as agreed upon by both Governments, although JOCV usually insures its volunteers against all possible diseases, injuries or deaths.

As a general rule, the Secretariat provides each volunteer sent with a minimum supply of equipment that he will need in performing his technical assistance activities in the host country. Such equipment often includes, among others, one motorbicycle which the volunteer will need as a means of transportation in the host country. All the equipment will be handed over to the host Government upon termination of the volunteer-assisted project.

3. Certain Characteristics of JOCV

JOCV is a national programme undertaken by the Government of Japan with spontaneous cooperation of its people. As one of Japan's official development cooperation programmes, JOCV is exclusively financed by the Government. While its overseas service is arranged by the Ministry of Foreign Affairs through its diplomatic channel in each country, JOCV is responsible for the administration of the programme.

JOCV shares the commonly accepted idea of the overseas volunteer services of other industrialized countries. Nevertheless, there seem to be certain characteristics that are more or less unique to the Japanese programme. One of them is its strong technical orientation. From the onset JOCV has been strict in recruiting young men and women who are technically qualified in one field or another; very few liberal arts graduates have been recruited as JOCV volunteers with the exception of those who serve as Japanese

language teachers. Consequently, many volunteers sent out under the JOCV programme are regarded as "junior experts" - as in fact they are called by some recipient Governments - in their respective technical fields: agriculture, engineering, transportation, communications, health or education. It is because of this emphasis on technical orientation, that each volunteer of JOCV is provided with technical equipment as has been referred to earlier. JOCV's strong technical orientation is believed to be welcomed by many of the host Governments - both actual and potential - which are increasingly interested in only technically qualified foreign volunteers.

Another characteristic that is more or less unique to JOCV is the type of its volunteers. Perhaps because of its technical emphasis, as has been mentioned above, the Japanese volunteers recruited by JOCV are of a down-to-earth, practical type. Although a great majority of them are products of higher education, many are from rural Japan, and usually have some years of experience of productive life. They hardly represent the urban, sophisticated youth who, as generally true in every country in these days, tend to be political and even radical in their orientation. JOCV volunteers are technical and pragmatic in their mental make-up, mainly concerned with their respective fields. None of the volunteers provided by JOCV has been involved in the politics in his country of assignment.

Yet another unique characteristic of JOCV may be found in the manner in which each volunteer is expected to work in his country of assignment. While JOCV bears the cost of living of each volunteer in his country of assignment, the volunteer is placed under the administration of the host institution, whether it is governmental or otherwise, and is expected to work just as its own personnel. JOCV may extend material support to the volunteer's technical cooperation work, but it in no way means intervention into the administration of the host institution.

4. Organization of JOCV

As one of the technical cooperation programmes of the Government of Japan, the programme of JOCV is supervised by the Ministry of Foreign Affairs. However, the programme's operational policy is steered by a special Council for JOCV, which consists of distinguished personnel in such fields as development cooperation, international cultural exchange, youth organization, and industry, in addition to the President and the Executive Director in charge of the JOCV programme of JICA. Originally created as a consultative committee, the JOCV Council deliberates on policy matters proposed by the Secretary-General of JOCV or by the Council members themselves. Consequently, JOCV, though organizationally a part of JICA, enjoys a considerable degree of autonomy as far as its operations are concerned.

All of JOCV's activities are administered by its Secretariat, which has its own office and training centres in Tokyo, apart from JICA headquarters. The address of the JOCV Secretariat is:

Japan Overseas Cooperation Volunteers (JOCV)
4-2-24, Hiroo,
Shibuya-ku, Tokyo 150.
Telephone: 03-400-7261/7271
Cable Address: JOCVCENTOFF TOKYO
Telex: JOCVTKY JAPAN

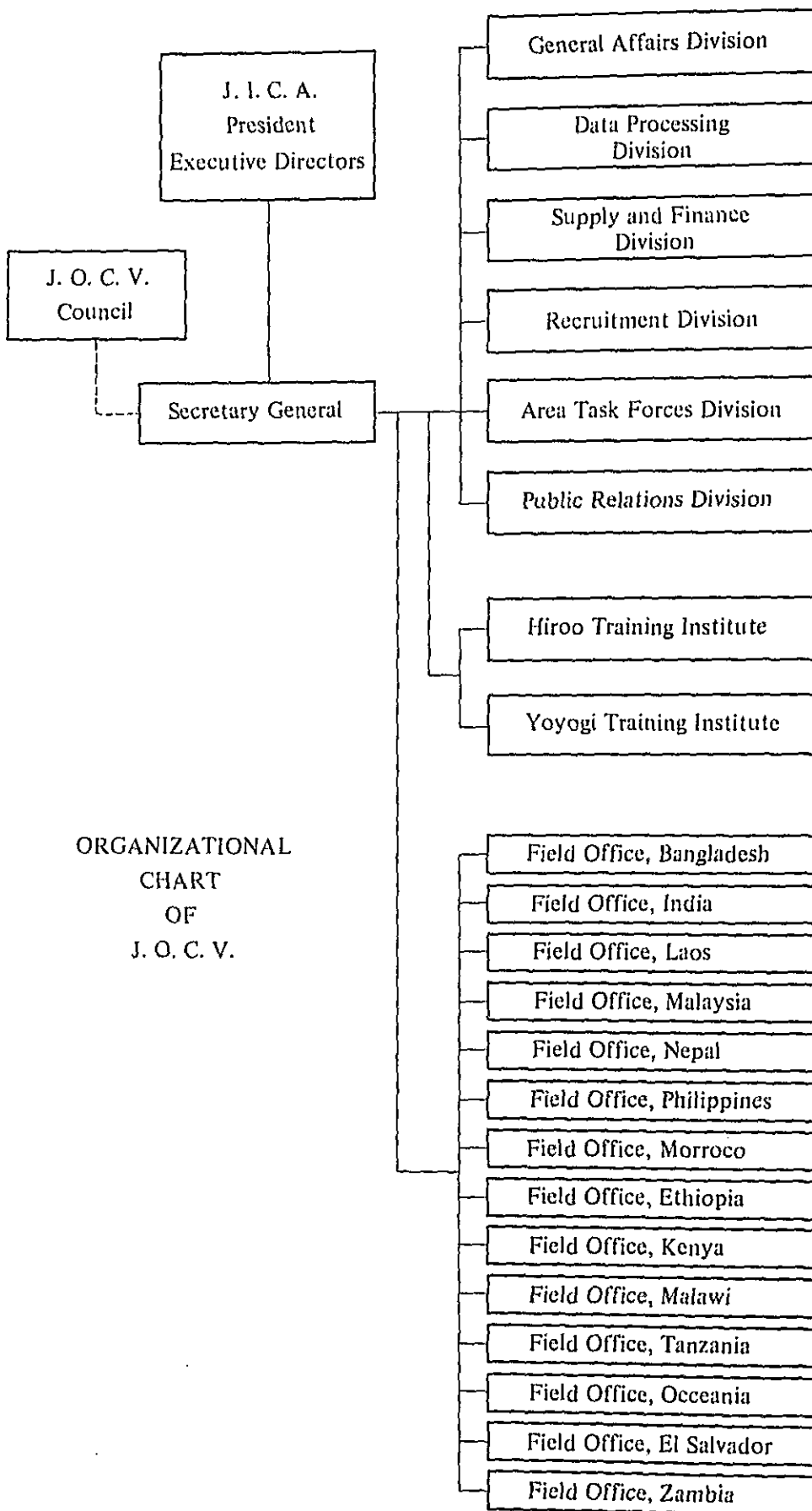
Headed by Secretary-General and staffed by some seventy full-time employees, the Secretariat is charged with a very wide variety of responsibilities. They include: a) recruitment and selection of qualified volunteers; b) their pre-service training; c) liaison with the Ministry of Foreign Affairs; d) dispatch of the volunteers; e) guidance and support to the volunteers serving overseas; f) procurement and supply of equipment; g) liaison with local governments and other supporting organizations in the country; h) public information service and development education for the public; and i) exchange of information with similar volunteer services of other countries and with international organizations concerned. For these diverse purposes the Secretariat has six Divisions and two Training Institutes.

The JOCV Secretariat also maintains its own field offices in most of the host countries, apart from the Japanese Embassies in the countries. To each field office is assigned a Resident Representative of JOCV. He is usually assisted by a "Coordinator" or two who, more often than not, are former JOCV volunteers. Main responsibilities of the Resident Representative include: a) to administer the programme at the field level in collaboration with the Embassy, b) to study each request of the host government for a new volunteer and transmit the results of the study to Tokyo, and c) to look after the volunteers' activities in the country. Currently JOCV Field Offices exist in fourteen countries, including Bangladesh, Ethiopia, India, Kenya, Laos, Malawi, Malaysia, Morocco, Nepal, the Philippines, El Salvador, Tanzania, Western Samoa and Zambia. Their office addresses appear in Appendix 4).

A structural chart of JOCV's organization is shown on page 8.

5. Recruitment and Screening of Volunteers

Since JOCV is a national programme based on voluntary participation, its members are recruited nation-wide, from among those young men and women who are willing to serve in international cooperation and who possess certain technical know-how or skills to offer. The latter qualification necessitates that an applicant has completed a



ORGANIZATIONAL
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technical type of formal education at least at the junior college level, or to be considered equivalent to such by virtue of several years of practical experience or on-the-job training in a certain technical field after secondary education. Accordingly, no one younger than 20 years of age can be considered as a JOCV volunteer. The actual formal educational backgrounds and the ages of the JOCV volunteers thus far sent out by JOCV are shown in Appendix 2).

It may be mentioned that securing volunteers is not an easy task in today's Japan, although there are many qualified young men and women who are willing to join JOCV. Traditionally, the people of Japan, including both the employers and the employees, have accepted "life-long" employment almost for granted. JOCV's expressed policy to recruit only technically qualified citizens with some years of work experience is a challenge to this established social custom, especially when there is a serious shortage of manpower as a result of the nation's ever-growing economy. Under the circumstances, most of the employers tend to discourage, instead of encouraging, their employees to join JOCV even for a couple of years, and it is an extremely hard decision for an applicant to overcome this social barrier.

In order to appeal to potential applicants under such circumstances, the Secretariat continues a nation-wide campaign by such means as printed materials, films, meetings and itinerant panel exhibitions. One encouraging development in this connection is the involvement, since 1972, of prefectural (provincial) governments in JOCV's campaign. Also encouraging is the spontaneous cooperation of various television networks and newspapers which have become increasingly concerned with Japan's responsibilities in international development cooperation; many of them often inform the public of JOCV volunteers' activities in their countries of assignment.

As a rule, recruitment of JOCV volunteers takes place twice a year: beginning in April and in October. Each time all the requests for Japanese volunteers received by then are listed up and advertized nation-wide by every possible means of public information. The closing dates for application are the end of May and the end of November, respectively. Application papers sent in by interested citizens from all over the country, directly or through prefectural governments, are processed in accordance with the countries and technical fields of the applicants' interest. Then the applicants are informed by JOCV to undergo a screening in their respective prefectures. The screening at the prefectural level, which takes place in mid-July and mid-January, consists of examinations in English language and on technical proficiency of each applicant, as well as essay writing. Those who survived the prefectural screening are subsequently called up to Tokyo, where each of them is interviewed by a panel of examiners including, among others, the Secretary-General and the Directors of the two training institutions of JOCV. The interview is done both in Japanese and in English. Only those candidates who have passed it are accepted by JOCV as its volunteers to be trained and then sent overseas. The screenings

at both levels are very severe, indeed. For example, cases are by no means rare in which out of tens of applicants who sat at the prefectural examination only one or two passed, and then none survived the interview in Tokyo. The result of the latest screening shows that only seven percent or so of all applicants survived these screenings.

6. Pre-Assignment Training

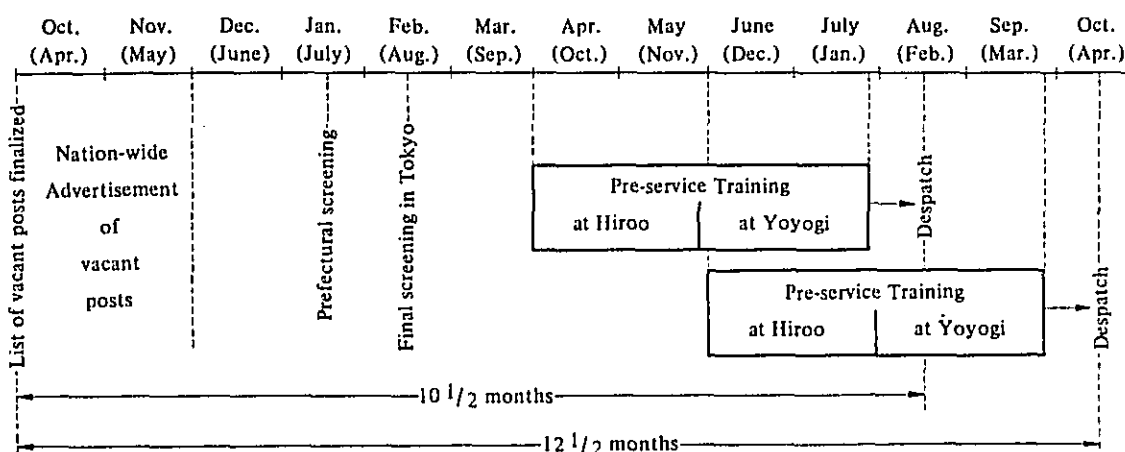
The successful candidates, except those who withdraw application at the final stage, undergo a four-month pre-assignment training course organized by JOCV at its two training institutes. As a whole, the pre-assignment course is aimed to prepare the volunteers for their duties and life under different circumstances from those in Japan.

During the first two of the four months of training, the volunteers are accommodated at JOCV's General Training Institute at Hiroo, Tokyo. There, in addition to language teaching, emphasis is given to "crosscultural" training and studies of "development", both in special reference to the trainees' respective countries of assignment. Feed-back from the field is increasingly given importance, in this connection, and the trainees are exposed to case-studies of the practical problems experienced by JOCV volunteers in the past. The members of the Area Task Forces Division of the Secretariat, many of whom are either ex-field officers or ex-volunteers, take part in this aspect of training in respect of the different recipient countries they deal with.

After the two-month training at Hiroo, the pre-service volunteers move to the Intensive Language Training Institute, Yoyogi, Tokyo. There they undergo intensive linguistic training as a continuation to that undergone at Hiroo. With regard to the language taught to each volunteer JOCV is committed to teach the national language of his country of assignment insofar as the recipient Government is pursuing the policy of establishing it. Accordingly, the languages in which the pre-service volunteers are trained are diverse; including Arabic, Bengali, Hindi, Lao, Malay, Nepali, Spanish and Swahili, in addition to English and French, the two languages that are still widely spoken in some of the present recipient countries of JOCV. It is also the policy of JOCV in this connection to have each language taught exclusively by a non-Japanese teacher whose mother-tongue is the one he/she teaches and, as far as available, who is experienced in teaching it as a second language. As far as English and French are concerned, JOCV is lucky in having been able to obtain the services of teachers from among the former volunteers of such foreign volunteer services as the U.S. Peace Corps, Canadian University Service Overseas (CUSO) and Freres des Hommes in France. JOCV is more than aware of the linguistic handicap of the Japanese as a whole, not excluding many of the university graduates, and both the language teachers and the trainees are challenging the problem in earnest.

Since each volunteer accepted by JOCV has already been technically screened, however, the technical aspect of training is limited to a minimum and is usually designed to re-orient his technical know-how to the actual situations of his host institutions or of the project for which he is supposed to work, including study of technical terms in the language he learns during his pre-assignment training.

As a rule, the pre-assignment training of JOCV volunteers is organized into two successive courses for each recruitment, in order to avoid too large a group of trainees at one time. The following Chart illustrates one complete cycle of recruitment of volunteers, from the initial advertisement of posts required to the dispatch of the volunteers. The Chart indicates that it usually takes JOCV at least ten and a half to twelve and a half months before it can send out a volunteer in response to the request from a recipient Government.



7. Programme Evaluation

Perhaps evaluation of JOCV volunteers can be made best by their recipients. Almost all information thus far obtained from their host peoples indicates that by and large Japanese volunteers have proven to be "grassroot-level ambassadors", hardworking and easily adapting themselves to all local situations. All host countries of JOCV volunteers seem to be satisfied with their contribution to the mutual understanding and/or the usefulness of their technical service. This may be proven by the fact that most of the host countries have continued to request more Japanese volunteers.

Perhaps one advantage of the JOCV volunteers is the fact that they are Asians. Because Japan has become a developed country recently, the Japanese volunteers seem to be readily accepted by the peoples of Asia and Africa, and their similar colored physical make-up might have made it easy for them to share the life in the host communities.

The generally favourable reputation of the Japanese volunteers may also be attributed to their being young, technically qualified personnel who are provided with necessary equipment. With very few exceptions, the recipient Governments are increasingly interested in importing only technically trained foreign volunteers, as more and more nationals are being educated at higher levels and are mobilized for nation-building. JOCV's traditional policy of giving special emphasis on its volunteers' technical qualifications seems to meet the trend of the time.

To evaluate the Programme of JOCV it may also be useful to listen to the volunteers themselves after their overseas assignments. Virtually every returnee feels that his first six months or so in the host country were a period of adaptation: they had to get accustomed to the local language, learn the rules of the society and acquire an ability to detect the rhythm of the local life. Slowly, and often overcoming frustrations, he learned that there could be a different value system than his own. Encouraging enough he says that his overseas experience was worthwhile after all; it gave him opportunities not only of working with the people, but also of learning their problems and values. In fact, a considerable number of the returned volunteers state that perhaps they might have learned more than they have given. Affection to his host country and the people has been developed in the returnee's mind; he has found true friends and hopes to revisit the country whenever possible in the future. In 1971, a few returnees from India organized themselves into a group in order to keep their tie with their former host country, to learn more about the country's culture and to introduce it to the Japanese public. Since then similar groups of returnees have been formed in respect to their former countries. As the number of returnees from each host country increases and as they resettle in different parts of Japan, it is expected that their impact to the Japanese people will steadily grow. In this sense, JOCV's role is more than technical cooperation; it plays a very unique role of consolidating mutual understanding between the host countries and Japan at the grass-roots.

One problem that is often felt both by the Japanese volunteers and their recipients is the linguistic barrier between them. As most of the recipient countries of JOCV were under overwhelming Western influence until relatively recently, while in Japan formal education at all levels is conducted in Japanese, the average JOCV volunteers are bound to suffer from their rather limited knowledge of English or French which is still popularly spoken in these countries, especially among the educated. Although the volunteers' English or French is far better than that of other Japanese travelling overseas, this linguistic handicap of JOCV continues to be a problem. It is for this reason that the pre-service training of JOCV volunteers has been extended to four months, including two months of intensive language training at the newly opened Yoyogi Training Institute of JOCV. Reinforced by a one-month in-country training following the arrival of each volunteer

in his host country, it is expected that the problem of linguistic handicap will be noticeably reduced.

8. Prospects Envisaged

It seems that the unique practise of overseas volunteer service by youth for promoting international development and understanding has now been widely accepted in both the developing and the developed worlds. Now in its tenth year of existence, JOCV as Japan's major overseas volunteer service programme has also established itself in the country. As more Japanese people are being concerned with the problem of international development, their interest in the unique role of the young Japanese volunteers is gradually increasing and they are observing the activities of the carefully selected volunteers. Meanwhile, more nations in Asia, Africa and Latin America, who earlier were not familiar with the Japanese Programme have become aware of JOCV volunteers' meaningful service in other countries, and are increasingly interested in the Programme. Taking all this into account, the prospect of JOCV seems reasonably bright to say the least.

Thus, JOCV which has grown slowly but steadily is ever examining itself and is striving hard to improve its operations.

A new direction which JOCV is now considerably concerned with is a diversification of the fields of its cooperation. JOCV has been sending out nearly one-half of its volunteers in agriculture, fishing, and other areas of primary industry, which are by definition almost directly related to the development of rural life. While quite willing to continue cooperation in these areas, it is increasingly felt that JOCV now is capable of recruiting well-trained volunteers, both technically and linguistically, in other fields in which it remained shy until recently, for example: formal education, administration and management. Already a fair number of JOCV volunteers are teaching mathematics, science, art, music, home economics, and physical training at the secondary school level in a few host countries, not to speak of Japanese language in which it has years of experience even at the level of higher education.

Another new direction of JOCV concerns the manner in which its volunteers are recruited. Unlike volunteer programmes of some other sending nations, JOCV was not so project-minded that the Japanese volunteers have been provided as mere individuals. There have been very few cases in which their services were prepared, supported and evaluated with the concept of cooperation projects. Of late, however, JOCV has become interested in regarding individual volunteers' undertakings as "mini-projects" or in most cases "one-man projects"; to regard each of them as a possible embryo of what might

evolve into a full-fledged technical cooperation project. With this view in mind JOCV is going to prepare and support each promising mini-project by every logistic means. According to this new approach JOCV may sometimes consider its provision of a team of volunteers, selected and trained to fit the project. In any case, regardless of the volunteers' number in a project, JOCV will become more flexible in its support of volunteers with equipment and even with a small amount of funds.

One noteworthy development in these days, of which JOCV is well aware, is the emergency of domestic development services by the youth programmed and implemented by the Governments of many developing nations. JOCV is interested in these domestic service programmes as the self-help efforts of these nations, and it is willing to cooperate with these programmes, especially when they are aimed at manpower development and rural development. JOCV volunteers have already been assisting Kenya's National Youth Service and Malaysia's National Youth Pioneers Corps in vocational and physical training.

9. How to Secure JOCV Volunteers

As JOCV is a government programme, requests for its volunteers should be preceded by an agreement concluded between the interested Government and the Japanese Government. Such an agreement takes the form of exchange of notes between both Governments, usually taking place in the requesting country. Appendix 5) is a standard form. The Japanese Embassy can help to clear any questions that may arise in this connection. Once reached, the agreement will remain to serve as the basis on which JOCV service can continue as long as the recipient Government is interested in the Japanese Programme.

Each request for JOCV volunteers should also be forwarded by the interested Government to the Government of Japan represented by the Embassy in the country concerned. When the requests are transmitted to the JOCV Secretariat, it may dispatch an officer, if necessary, to help coordinate each request with the provision of proper volunteers. It is desired that the request be made not only indicating the number of the volunteers needed and their technical fields but also describing as precisely as possible what they are expected to do in the host country. Such detailed information will help the Secretariat recruit the right type of volunteers required. A special Request Form for JOCV volunteers, as is attached as Appendix 6), would be made available either at JOCV field offices; or, in countries where a Resident Representative of JOCV has not been assigned, at the Embassy of Japan.

APPENDICES

Statistical Figures of Volunteers Provided by JOCV

(A) JOCV Programme

(As of 1 November 1974)

Region	Country of Assignment	1965*	1966	1967	1968	1969	1970	1971	1972	1973	1974***	Total	Returned	Currently serving**
Asia	Bangladesh									9	7	16	0	16 (1)
	Cambodia****	9		3	4							16	16	0
	India		9	13	18	38	20	16	10	4		128	124	4
	Laos	10	45	26	31	40	15	25	22	25	13	243	196	47 (1)
	Malaysia	13	2	41	4	50	43	36	39	26	15	268	197	71 (3)
	Nepal						12	9	9	26	9	65	20	45
	Philippines	13	6	53	33	27	49	42	25	33	18	299	210	89 (1)
Oceania	Tonga								1	1		2	0	2
	Western Samoa								4	1	1	6	0	6
North Africa & Middle East	Morocco			10	29	7	13	7	5	20		91	65	26
	Syria					2		2		3	2	9	4	5
Africa (Sub-Sahara)	Ethiopia								38	13	10	61	22	39
	Kenya	3	11	16	14	8	27	13	28	11	8	139	96	43 (2)
	Malawi							22	15	7	10	54	23	31
	Tanzania		30		35	53	19	32	20	28	3	220	170	53 (3)
	Zambia					6	6	3	12	10	7	44	16	28
Latin America	Costa Rica										4	4	0	4
	El Salvador				11	2	13	10	8	3	3	50	32	18
Total		48	103	162	179	233	217	217	236	209	110	1,718	1,191	527 (11)

(B) UNV Programme

Iran	2			2	2	0
Ivory Coast		1		1	0	1
Liberia	1			1	1	0
Togo	1			1	1	0
Total	4	1		5	4	1

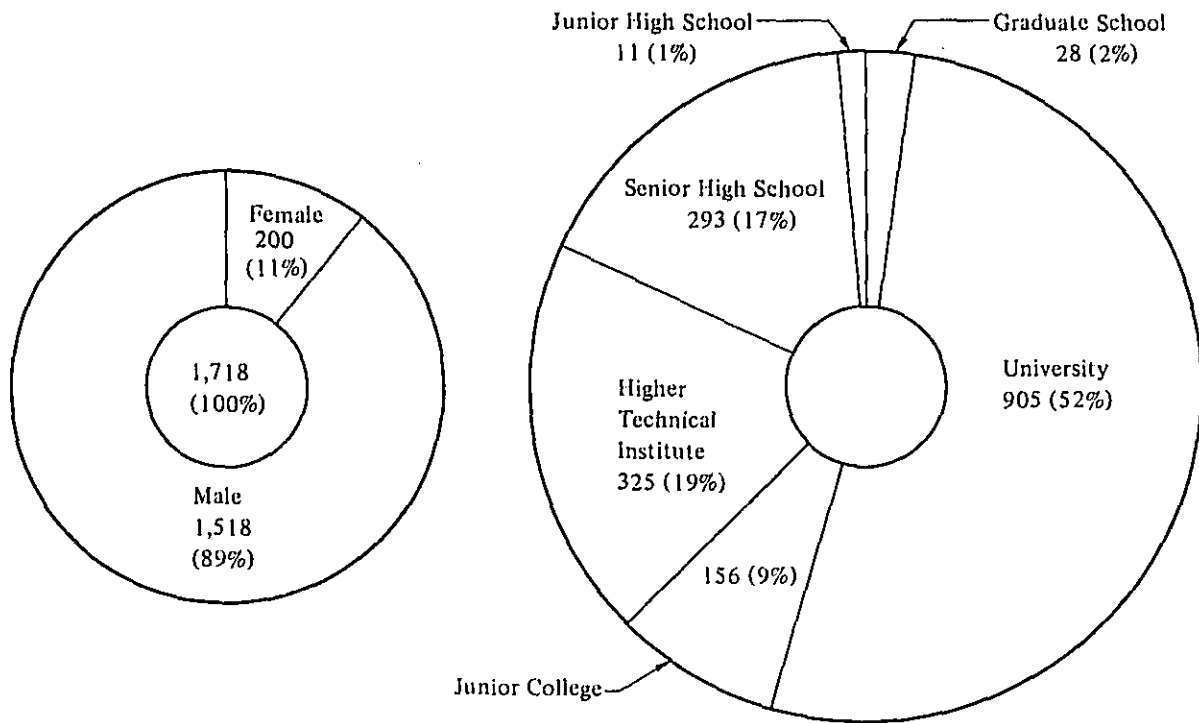
* Fiscal year (April 1st - March 31st)

** Figures in () show senior members included

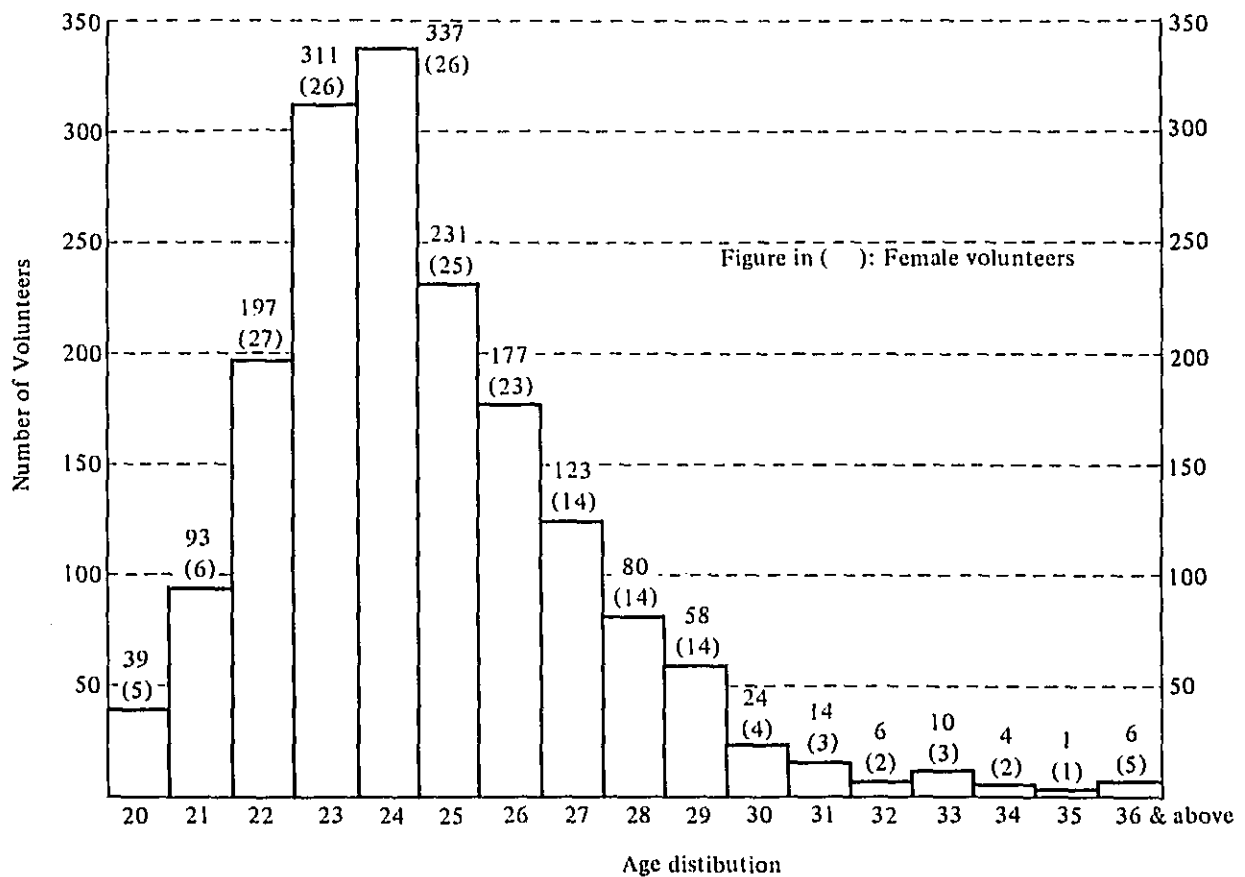
*** Mid-year figure

**** Programme suspended since 1969 due to the country's civil war.

(A) Educational Backgrounds of Volunteers and Male-Female Ratio



(B) Ages of Volunteers at the Time of Despatch



JOCV's Activities in Each Recipient Country
(as of 1 November 1974)

Asia and Oceania

BANGLADESH

JOCV's technical cooperation with Bangladesh was implemented in 1973 as an integral part of Japan's agricultural cooperation programme that had been envisaged even before the country gained independence. As it is JOCV's participation in Bangladesh's national reconstruction and development is concentrated in the field of agricultural development, particularly the training of agricultural extension workers. In the future, however, JOCV's cooperation is expected to expand to other fields, as is in other recipient countries.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Agriculture Bangla-Japanese Agricultural Cooperation Project	16	6	rice culture; vegetable growing; agricultural machinery

INDIA

JOCV's cooperation with India started in 1966. Since then a fair number of Japanese volunteers were assigned to the country every year. In 1971, the Government of India adopted a new policy of limiting the numbers of volunteers to fifty from each sending country. This number was further curtailed to eighteen in 1974. Currently, there still are only four Japanese volunteers remaining in the country.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Madya Pradesh State Government Multiple cropping project, DHAMTARI	3	1	rice culture; horticulture; land development
Indo-Japanese Association, Poona Cultural exchange	1	1	Japanese language

LAOS

Laos was one of the first host countries to JOCV, receiving Japanese volunteers in 1965. Since then JOCV's technical cooperation has continued and established itself in this land-locked country despite the country's internal war, which lasted until recently. At present forty-seven Japanese volunteers are serving in Laos, under six different ministries.

(Laos)

Recipient Agency Project	Number Of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of National Economy and Planning Lao-Japanese Agricultural Development Project, Tha Ngone	5	1	agricultural engineering; farm management; live-stock raising; vegetable growing
Geological development	2	1	mineral analysis; soil analysis
Agricultural development	9	3	agricultural machinery; rice culture; vegetable growing
Live-stock development	4	2	fodder cultivation; poultry
Ministry of Public Works and Transports City waterwork development	2	1	water testing; filtering equipment maintenance
Land surveying	2	2	land surveying; mapping
Public building construction	1	1	architectural designing
Ministry of Information, Propaganda and Tourism Radio broadcasting	3	2	transmission equipment maintenance
Ministry of Post and Tele- Communication Telephone network expansion	2	1	telephone installation carrier telephoning
Ministry of National Education and Fine Arts, Sports and Youth Vientiane Technical School	5	1	electronics; Japanese
Fa Ngum Technical School	1	1	Japanese
Vientian Fine Arts School	1	1	ceramic art
Vientiane Home Management School	1	1	home arts
Sports promotion and dis- semination	4	2	Judo; Karate; volley-ball
Ministry of Social Welfare War refugees' relief and training, Ban Amone	4	3	vegetable growing; construction machinery

MALAYSIA

Malaysia is one of the oldest host countries to JOCV. Currently, seventy-one Japanese volunteers are assigned in the country, including both West and East Malaysia. The Japanese volunteers are counted by the Malaysian Government as an important factor in helping to solve the shortage of trained manpower in the country.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Education Secondary vocational technical schools	12	8	electricity; industrial control; auto-vehicle repairs (spray-painting); machinshop; welding; diesel engine repairs;
Technical Teachers Training College	3	1	air conditioning and refrigeration; welding; electricity
Politechnic	3	1	air conditioning and refrigeration; welding; machine tools
Schools Sports Council	1	1	swimming
Ministry of National and Rural Development			
Majlis Amanah Ra'ayat (MARA: The Council for the Development of Malayan People)			
Advisory Service Division	1	1	brassware design
Institute of Technology	4	1	photography; Japanese language
MARA Vocational Institute	1	1	radio-TV repairs
Aborigin Hospital	1	1	radiography
Ministry of Culture, Youth and Sports			
Malaysian National Youth Pioneer Corps (domestic development service)	4	1	agricultural machinery; auto-vehicle maintenance; Radio & TV repairs; physical education
National Youth Training Center	1	1	photography
Out-of-school sports education	3	1	table tennis; bolley-ball; boxing
Ministry of Agriculture and Fisheries			
Fisheries development	1	1	fishing boat design
Irrigation and land consolidation	1	1	civil/agricultural engineering

(Malaysia Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Communication Telecommunication maintenance	2	1	switching; underground cable
Ministry of Home Affairs Police personnel training	4	3	Judo training; radio-radar training
University of Malaya, Kuala Lumpur Language education	2	1	Japanese
University of Science, Malaysia, Penang Language education	3	1	Japanese
Sabah State Government Agricultural development	4	3	agricultural research; agricultural machinery
Drainage and irrigation	2	1	hydrology; agricultural engineering
Public works	11	8	town & country planning; civil engineering; bridge design; land surveying; engineering drating
Police Personnel training	1	1	Judo
Sarawak State Government Agricultural research	2	1	rice culture; mushroom culture
Agricultural extension	3	3	rice culture
Drinage and irrigation	2	2	drainage & irrigation engineering

NEPAL

JOCV's technical cooperation with Nepal was commenced in 1970, when three Japanese agriculturists who had already been working at the Nepali-Japanese Experimental Farm, Rapti, Chituan, were accepted by JOCV as its members. Since then JOCV's programme in Nepal has steadily expanded, as its volunteers' activities have increasingly been appreciated by the Nepalese Government and people. Currently, there are forty-five Japanese volunteers serving in a variety of technical fields.

(Nepal)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Food and Agriculture Nepali-Japanese Agricultural Cooperation Project	5	1	soil analysis; vegetable growing; agricultural machinery
Fresh-water fisheries development	1	1	fish culture
Live-stock development	2	2	veterinary
Fruit preservation	1	1	fruit canning
Ministry of Health Hospital and public health nursing	2 20	2 9	hospital nursing; public health nursing
Ministry of Industry and Commerce Cottage industries development	2	1	weaving design; textile processing machine
Geological survey	1	1	geological mapping
Ministry of Land Reform Land surveying and registration	4	1	land surveying
Ministry of Public Works and Transportation Public construction	4	1	architectural design; sanitary engineering; topographical surveying
Ministry of Home and Panchayat Police personnel training	2	1	Judo; karate
Sports council Sports promotion	2	1	gymnastics; volley ball
Tribhuvan University	2	1	geological survey; library

THE PHILIPPINES

The Philippines, to which JOCV sent out its first group of volunteers in 1965, has remained the largest recipient of JOCV. At present JOCV is cooperating with several departments of the national Government, some of provincial and municipal governments, and certain educational institutions, in wide ranges of technical fields. Traditionally, the Japanese volunteers' services in the Philippines have been rurally oriented.

(The Philippines Cont.)

Recipient Agency Project	Number Of Volunteers	Number of Places of Work	technical field (s) of cooperation
Office of the President Philippine National Volunteer Service Coordinating Office	2	1	secretarial work
Department of Local Governments and Community Development Community Development	11	7	rice culture; vegetable growing; agricultural engineering
Department of Labor National Manpower & Youth Council (vocational training)	6	4	radio and television repairing; vehicle maintenance; wood craft; live-stock raising
Department of Social Welfare Vocational training for handicapped	7	4	radio and television repairing; bamboo craft; vegetable growing; live-stock raising
Department of Health	1	1	medical technology
Department of Tourism Language teaching	2	1	Japanese language
Department of Agrarian Reform Central Palawan Resettlement Agency	4	1	rice culture; vegetable growing; live-stock raising
Bureau of Plant Industry	3	2	vegetable growing; agricultural product processing
Bureau of Animal Industry	2	2	artificial insemination; live-stock raising
Bureau of Fisheries	4	4	fish culture; marine product processing
National Secretariat of Social Action	1	1	live-stock raising
Provincial and Municipal Governments			
Abra Province	1	1	electric work
Albay Province	1	1	electric work

(The Philippines Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Antique Province	1	1	vegetable growing
Bukidnon Province	5	3	agricultural engineering; water works; mushroom culture
Davao del Sur Province	1	1	fishing
Davao Oriental Province	2	2	fishing; vegetable growing
La Union Province	8	4	rice culture; vegetable growing; fruit tree growing; live-stock raising; farmers organization
Northern Samar Province	2	2	vegetable growing; fishing
Oriental Mindoro Province	1	1	vegetable growing
Sorsogon Province	1	1	poultry
South Cotabato Province	2	1	vegetable growing; live-stock raising
Bacolod City	1	1	vegetable growing
Cagayan de Oro City	1	1	vegetable growing
Iligan City	2	2	vegetable growing; ceramics
Naga City	4	2	vegetable growing; bamboo craft;
San Jose City	1	1	rice culture
Cabugao Municipality	1	1	fishing
Mankayan Municipality	1	1	fruit tree growing
Educational Institutions			
University of the Philippines	3	1	judo; gymnastics; volleyball
Xavier University	1	1	vegetable growing
Mountain State Agricultural College	2	1	horticulture; fruit tree growing
Don Bosco Youth Center	2	1	judo; table tennis
Mangyan Development Center	1	1	nursing

TONGA

In early 1973 the Kingdom of Tonga became a new host country to JOCV. Currently two Japanese volunteers are serving there.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical fields (s) of cooperation
Department of Agriculture			
Agricultural education	1	1	agricultural machinery
Fisheries education	1	1	costal fisheries

WESTERN SAMOA

JOCV's cooperation with Western Samoa started in late 1972. There are at present six Japanese volunteers in this island country.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Department of Public Works Roads and ports development	2	1	civil engineering
Building/housing development	2	1	low-cost housing design; public building design
Department of Agriculture, Forests and Fisheries Costal fisheries development	2	1	out-board engine repairs and training

North Africa and the Middle East

MOROCCO

Morocco received the first group of JOCV members in 1967. At present there are twenty-six Japanese volunteers working under three different ministries.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical fields (s) of cooperation
Ministry of Agriculture and Agrarian Reform			
Agricultural land irrigation	9	6	land surveying; water regulation
Live-stock industry development	5	5	meat inspection; veterinary
Agriculture mechanization	2	2	agricultural machinery
Sericultural development	2	1	sericulture
Fresh-water fisheries	1	1	fish culture
Ministry of Interior			
Park development	2	2	gardening design
City planning	1	1	landscape gardening
Live-stock industry development	2	2	meat inspection; veterinary
Ministry of Youth, Sports and Social Welfare			
Building construction	1	1	architectural design
Sports promotion	1	1	swimming

SYRIA

JOCV's cooperation to the Syrian Arab Republic was initiated in 1969 when two sports training volunteers were sent to the country at the request of the Ministry of Interior. Since then JOCV has remained the only foreign volunteer organization serving in Syria, though the scale of its cooperation has been very limited. However, the scale is steadily expanding, as the Syrian Government has been requesting more volunteers from JOCV in a wider variety of technical fields.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical fields (s) of cooperation
Ministry of Education Physical education teachers' Training	1	1	heavy gymnastics
Technical education	1	1	electronics
Ministry of Industry Food industry	1	1	biscuit-making
Ministry of Interior Police personnel training	2	1	Karate; Judo

Africa

ETHIOPIA

JOCV's cooperation with Ethiopia was commenced in 1972. The Ethiopian programme has quickly developed since, and currently thirty-nine Japanese volunteers are serving in a wide variety of technical fields at fairly high technical levels.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Planning and Development Statistical development	2	1	computer programming; data- processing
Ministry of Interior City and physical processing;	4	1	city planning; water works designing; civil engineering
Ministry of Public Health Smallpox Eradication Programme (WHO assisted)	9	3	smallpox surveillance; vehicle maintenance; radio communication

(Ethiopia Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Public health research and laboratory development	3	1	medical zoology; laboratory testing
Ministry of Information Broadcasting service	1	1	radio-TV repairs
Ministry of Education and Fine Arts			
Physical education	2	1	physical education
Technical education	2	1	machine tools; radio electronics
Ministry of Agriculture Fresh-water fisheries development	1	1	lake pisciculture
Ministry of Communication and Post			
Telecommunication service	2	1	telephone exchange; radio wave control
Ports development	3	2	civil engineering; vehicle maintenance
Ministry of Commerce, Industry and Tourism			
Tourism promotion	6	3	graphic design; tourist handicrafts; radio-TV repairs; engineering; photography
Ministry of National Community Development and Social Affairs			
Cottage industry development	1	1	pottery
Awash Valley Authority Irrigation cannel development	3	2	civil engineering; vehicle maintenance

KENYA

Kenya to which JOCV sent a small number of volunteers in early 1966 became the first recipient country of Japanese volunteers in Africa. Currently, forty-three JOCV volunteers are serving under eight different ministries. National Youth Service (N.Y.S.), Kenya's domestic development service programme administered by the Ministry of Labour, has been the largest recipient.

(Kenya)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Labour National Youth Service (Domestic development service)	10	4	vocational (dress-making) training; physical education; vehicle maintenance; construction machinery maintenance
Road construction (in collaboration with the Ministry of Works)	8	3	construction machinery maintenance; land surveying; vehicle maintenance
Ministry of Works Road construction	2	2	land surveying
Ministry of Agriculture Horticultural development	6	6	vegetable growing; fenugreek growing
Water resource development	1	1	water-supply work
Ministry of Tourism and Wild Life Fisheries development	3	3	fresh water fish culture; marine fisheries; fishing boat engines and gear
Ministry of Natural Resources Forest development	3	3	vehicle maintenance and repair
Ministry of Home Affairs Police and prison personnel training	4	4	welding; Judo; Karate; self-defence
Ministry of Education Secondary education	3	3	chemistry; physics
Ministry of Cooperatives & Social Affairs Village polytechnic training	3	3	vehicle maintenance

MALAWI

JOCV's cooperation with Malawi commenced in 1971. Currently, thirty-one Japanese volunteers are serving in the country. While most of them are serving under Government departments, a few are assigned to external cooperation projects through the Foreign Aid Section of the Ministry of Finance.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Office of the President Department of Surveys Information Division	1 2	1 2	land surveying radio engineering; film-editing

(Malawi Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Works and Supplies Town planning	1	1	building design
Surveying	2	1	topographical survey
Road and bridge construction	4	2	road design; bridge design; soil testing;
Plant & vehicle maintenance	4	4	mechanical engineering
Ministry of Agriculture and Natural Resources Fisheries development	3	2	fresh water fish culture; soil engineering
Ministry of Transport & Telecommunications	4	1	diesel locomotive maintenance
Ministry of Finance (External Aid Section) Hospital nursing	7	3	nursing and nurses training
Malosa Fram Development	2	1	vegetable growing; poultry farming

TANZANIA

JOCV has been cooperating with Tanzania since 1966. Currently, fifty-three Japanese volunteers are serving under seven different ministries in wide varieties of technical fields, except one volunteer who is attached to the JOCV Field Office.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Office of the Prime Minister and Second Vice-President Municipal landscape gardening	6	6	landscape gardening; fruit tree growing
Ministry of Agriculture Horticultural research	6	3	vegetable growing; fruit tree growing
Agricultural research	2	2	agricultural products processing
Rice culture extension	2	2	rice culture extension
Animal meat processing	2	2	meat processing
Stock raising	5	5	veterinany, fodder plants cultivation
Agricultural products marketing	1	1	marketing

(Tanzania Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Poultry farming	2	1	poultry
Tsetse fly control	6	3	entomology; map-making; vehicle maintenance
Food and nutrition improve- ment	1	1	nutrition
National Agriculture & Food Company	3	1	surveying; generator maintenance
Ministry of Natural Resources and Tourism			
Game reserve personnel training	1	1	physical training
Game sites development	4	3	road & air-strip construction; vehicle maintenance
Marine fisheries development	1	1	boat engine
Fresh-water fisheries development	1	1	fish culture
Ministry of Communication and Works			
Mzwanachi Engineering & Contracting Company	2	2	construction machinery
National Bus Service	2	2	vehicle maintenance
Regional transport development	1	1	ferry-boat engine maintenance
Ministry of Information & Broadcasting			
Broadcasting	1	1	radio & electronics engineering
Ministry of Commerce and Industry			
Rural industry development	1	1	bamboo craft
Ministry of Labour and Social Welfare			
Rehabilitation of physically handicapped (ILO assisted)	2	2	poultry; horticulture

ZAMBIA

JOCV's technical cooperation to Zambia was initiated in 1969 by sending out six Judo trainers at the request of the Zambian Ministry of Home Affairs. Since then the number of the Japanese volunteers and their fields of cooperation have steadily grown. Currently, twenty-eight JOCV volunteers are serving under three different ministries.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Home Affairs			
Police personnel training	4	2	Judo training
Radio communication	17	3	radio equipment maintenance; electric generation

(Zambia Cont.)

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Rural Development Animal health/Tsetse fly control Poultry development 2	2 2	1 2	entomology; vehicle maintenance poultry
Ministry of Lands and Natural Resources Fresh-water fisheries develop- ment	3	1	fishing boat engine; fishing gear and nets; fish-meal processing

Latin America

COSTA RICA

In 1974 Costa Rica became a new recipient of JOCV when four volunteers as sports instructors were sent out there at the request of the Costa Rican Ministry of Culture, Youth and Sports.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Youth Culture and Sports Teaching of sports	4	2	heavy gymnastics; swimming; Judo

EL SALVADOR

JOCV's cooperation with El Salvador commenced in 1968 when eight young sports volunteers were despatched at the request of the Salvadorian Ministry of Education which was planning a teachers' training institute for physical education. The physical education institute was established with the help of the JOCV volunteer instructors. In 1971 JOCV's programme in El Salvador was expanded as five new volunteers specialized in different disciplines of plastic arts were recruited to teach at a newly opened high school of fine arts. At present eighteen volunteers are serving in El Salvador, all in the field of education.

Recipient Agency Project	Number of Volunteers	Number of Places of Work	technical field (s) of cooperation
Ministry of Education Physical education teachers' training	12	1	athletics; foot-ball; volley-ball; heavy gymnastics; swimming; table tennis; soft-ball; basket- ball; weight lifting; Judo
Out-of-school sports education Fine arts education	2 4	1 1	swimming; volley-ball ceramic art; sculpture; graphic design; prints

United Nations Volunteers Programme

IVORY COAST

Executing UN Agency Project	JOCV sponsored volunteer	Technical field of Japanese volunteer
UNESCO IVC/73/007: Educational Television Programme	1	socio-economy

ADDRESSES OF JOCV FIELD OFFICES

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Ethiopia:

Resident Representative of J.O.C.V.,
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India:

Resident Representative of J.O.C.V.,
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Western Samoa & Tonga:

Coordinator of J.O.C.V.,
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Zambia:

Resident Representative of J.O.C.V.,
P.O. Box No. 27, Lusaka.

**MODEL AGREEMENT
(Official Exchange of Notes)**

(Japanese Note)

_____, _____, 19

Excellency:

I have the honour to refer to the recent discussions held in between the representatives of the Government of Japan and the Government of concerning the dispatch of volunteers under the Japan Overseas Cooperation Volunteers Programme (hereinafter referred to as "the Programme") to with a view to promoting technical cooperation between the two countries, and to confirm on behalf of the Government of Japan the following understandings reached between them:

1. At the request of the Government of and in accordance with the laws and regulations in force in Japan, the Government of Japan will dispatch the volunteers to for the purpose of contributing to the social and economic development of, according to the schedules to be separately agreed upon by the two Governments.

2. The Government of Japan will bear the cost of international travel between Japan and and living allowances in for the volunteers and provide such equipment, machinery, materials and medical supplies as necessary for the performance of their duties.

3. The Government of will grant the volunteers the following privileges, exemptions and benefits:

(1) The exemption from customs duties, taxes and charges of any kind in respect of the equipment, machinery, materials and medical supplies mentioned in 2 above.

(2) The exemption from customs duties, taxes and charges of any kind other than

those for storage, cartage and similar services in respect of their personal and house-hold effects

(3) The exemption from income tax and charges of any kind in respect of any allowances to be remitted for them from overseas such as the living allowances mentioned in 2 above.

(4) Free medical care during the term of their assignment in

(5) Rent-free housing accommodations at places where they are to perform their duties to be assigned to them by the Government of

4. (1) The Government of will accept a Representative and Co-ordinators who will discharge the duties to be assigned to them by the Government of Japan relative to the activities of the Programme in

(2) The Representative and the Co-ordinators will be exempted from customs duties, taxes and charges of any kind other than those for storage, cartage and similar services in respect of equipment and materials necessary for the performance of their functions as well as of their personal and household effects. The Representative and the Co-ordinators will also be allowed duty-free importation (or purchase from bond in) of one motorcar each.

(3) The Representative and the Co-ordinators will be exempted from income tax and charges of any kind in respect of any allowances to be remitted for them from overseas.

5. The two Governments shall enter into consultation, from time to time, for the successful implementation of the Programme in

I have further the honour to propose that, if the foregoing understandings are acceptable to the Government of, this Note and Your Excellency's reply Note concurring therein shall constitute an agreement between the two Governments, which shall take effect on the date of Your Excellency's reply Note and shall remain in force until six months after the date of written notification from either Government to the other of its intention to terminate it.

I avail myself of this opportunity to extend to Your Excellency the assurance of my highest consideration.

(Receiving Country's Note)

_____, _____, 19

Excellency:

I have the honour to acknowledge receipt of Your Excellency's Note of today's date which reads as follows:

"Japanese Note"
(repeated)

I have further the honour to confirm the understandings set forth in Your Excellency's Note on behalf of the Government of and to agree that Your Excellency's Note and this reply Note shall constitute an agreement between the two Governments, which shall take effect on the date of this reply Note and shall remain in force until six months after the date of written notification from either Government to the other of its intention to terminate it.

I avail myself of this opportunity to extend to Your Excellency the assurance of my highest consideration.

LIST OF TECHNICAL FIELDS IN WHICH JOCV HAS BEEN SERVING

OR MAY BE ABLE TO SERVE

1. Agriculture, Forestry, Stock-raising & Fisheries:
 - Rice culture (Paddy culture)
 - Rice culture extension
 - Agronomy
 - Vegetable growing
 - Horticultural plants
 - Crop plants
 - Technological plants
 - Feed stuff
 - Sericulture
 - Mushroom culture
 - Agricultural extension
 - Farm machinery (Agricultural machinery)
 - Farm land survey
 - Cooperatives (Rural organization & Cooperatives)
 - Agricultural civil engineering
 - Drainage and irrigation
 - Farm land consolidation
 - Soil testing
 - Soil conservation
 - Plant pest control
 - Rat eradication
 - Agricultural chemistry
 - Farm products processing
 - Fruit (Vegetable) canning
 - Agricultural statistics
 - Forest surveying
 - Forest conservation
 - Felling
 - Forest products processing
 - Live-stock raising
 - Artificial insemination
 - Chick-sexing
 - Poultry farming
 - Veterinary
 - Meat inspection
 - Live-stock products processing
 - Meat canning
 - Marine fishery
 - Fresh water fish culture
 - Shell fish culture
 - Fishery products processing
 - Marine products processing
 - Fish canning
 - Fishing boat designing
 - Fishing boat building
 - Fishing boat engines

2. Transportation and Telecommunications:
 - Auto vehicle maintenance
 - Marine navigation
 - Marine radio
 - Radering
 - Electrical wiring
 - Underground cable laying
 - Telephone installation
 - Telephone carrier
 - Wireless (Radio) communication
 - Teletyping
 - Telex communication
 - Radio transmission
 - Television broadcasting
 - Radio & TV repairs
 - T.V. film Maintenance

3. Construction and Civil Engineering:
 - Land surveying
 - Geological testing
 - Construction machines operation
 - Dam construction
 - Road design
 - Road construction
 - Canal construction
 - Landscape gardening
 - Drainage work
 - Water supply works design
 - Water supply works construction
 - Housing design
 - Housing construction
 - Architectural drawing
 - Topographical drawing
 - Field overseeing
 - Town planning

4. Health, Sanitation and Welfare:
 - Nursery care
 - Health nursing
 - Nutrition improvement
 - Disease surveillance
 - Smallpox Surveillance
 - Sports medicine
 - Medical testing
 - Social welfare service
 - Refugee relief work
 - Case work
 - Rehabilitation (Physical & Mental)
 - Training of physically handicapped persons
 - Orphans' day nursing

5. Education, Training and Research:
 - Teaching of Japanese language
 - Science education
 - Math education
 - Art education
 - Music education
 - Dress making
 - Teaching of home economics (including, child-care, nutrition and women's handierfts)
 - Vocational education/training (industrial)
 - in such fields as, woodwork (carpentry, wood carving and cabinet making), bamboo craft, metal work (forging, welding, foundry, casting and sheet-metal work), electro plating, machine tools, machine installation, machine design, boiler maintenance, spinning, weaving, weaving machinery, dyeing, pottery, ceramics, glass work, vitrics, printing, etc.
 - Vocational education/training (agricultural),
 - in such fields as, agronomy, farm machinery, horticulture, chick sexing, etc.
 - Sports coaching/training,
 - Judo, Karate, gymnastics, athletics (track-and-field), boxing, pingpong, volleyball, basketball, baseball, football, weight lifting, softball, badminton, etc.
 - Statistical research (including computer programming)
 - Research on natural resources

6. Rural Community Development:
 - including diversified fields such as agriculture, health and sanitation, education, home economics, handierfts, etc.

7. Others:
 - Pottery
 - Design (Handierfts design, Industrial design, Package design, Graphic design)
 - Flower arrangement
 - Photography
 - Cine-photography
 - Library work
 - Archives
 - Book binding
 - Accounting
 - Abacus counting
 - Industrial management
 - Tourism
 - Printing and Editing

