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GOVERNMENT OF KERALA

**MAN POWER INVOLVEMENT  
IN THE  
CO-OPERATIVE SECTOR OF  
FISHING INDUSTRY**

DIRECTORATE OF ECONOMICS AND STATISTICS,  
TRIVANDRUM

1981

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## FOREWORD

Fisheries Sector plays an important role in the economy of Kerala. The marine landings along the coastal lines of Kerala provide livelihood to a large number of people. Since majority of the people engaged in the Fishing Industry are not educated they had to be brought under the Co-operative Sector to protect them from exploitation at various levels.

An attempt has been made in this study to assess the Manpower involved in the Co-operative Sector of Fishing Industry. The report was prepared by Shri C. Bhaskaran, Departmental Manpower Officer in the Fisheries Department under the guidance of the officials of the Fisheries Department and those of the Bureau.

It is hoped that this report will be useful for sectoral planning and future programming in the Fisheries Sector.

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*Director.*

Directorate of Economics and Statistics,  
Trivandrum, 5-11-1979.

# MAN POWER STUDIES—FISHERIES SECTOR

## MAN POWER INVOLVEMENT IN THE CO-OPERATIVE SECTOR OF FISHING INDUSTRY

### INTRODUCTION

#### *Co-operative movement in Fisheries:*

Co-operation is an essential part of democratic living. Though the art of Co-operation as an organised social endeavour has a long and chequered history, the first attempts to organise the fishing industry on co-operative lines in India began only in 1940's. The importance of co-operation in the Development of Fisheries began to be increasingly recognised with the introduction of the Five Year Plans. The objective was to bring the entire active fishermen in the country under the co-operative fold.

The co-operative movement in Fisheries in Kerala is mainly confined to the coastal areas of the State. In the early years, the emphasis was on the organisation of primary societies of the credit type that supplied loans to the members for the purchase of fishery requisites and for discharging old debts. Subsequently production societies were organised, and based on the need for marketing of the catch, regional marketing societies were also organised. Of late one apex federation of fishery co-operatives has also been set up.

#### *Man Power Involvement in the Co-operative Sector:*

The man power position in the co-operative sector of fishing industry in Kerala can be analysed at two broad levels. Firstly, there is the broad net work of co-operative societies extended throughout the coastline of Kerala. These societies consisting of the three major types—credit, production, and marketing—are governed by their own laws, rules and regulations and may be treated as autonomous units for all practical purposes. Secondly there is the departmental net work of the Government entrusted with the functions of supervision and control.

#### *Fishery co-operatives in Kerala and their present status:*

An examination of the different types of Fishery co-operatives and their performance in realising their objectives is essential in analysing the man power involvement in these societies.

### 1. *Credit Societies:*

These societies were organised with the object of catering to the credit needs of the fishermen and extricating them from the clutches of middlemen and money lenders. Although these societies did some good work in the initial stages, their working came to a standstill mainly due to the reluctance on the part of the financing institutions to advance the required funds. It is observed that one of the reasons for the failure of the fishery co-operative societies as a whole was the absence of a suitable agency to meet the credit requirements of the fishermen. Again the fishermen being extremely poor, the co-operatives organised by them cannot raise sufficient funds among themselves to meet the needs of the members. Many banks including the District Co-operative Bank even today are very shy of giving advance to fishermen societies. So the credit societies could not raise any funds with the result that the members lost their faith in these organisations and straightaway approached the money lenders to satisfy their requirements. This lack of faith and sincerity shown by the members led to a general failure in the repayment of loans. This, together with the delay in initiating prompt legal steps by the societies has still worsened the deterioration of the societies. Further, the credit that was advanced to the members was not linked with marketing. All these factors cumulatively made the credit societies economically non-viable, financially unsound and many of them faced liquidation. Thus the number of co-operative credit societies in the fishery sector has declined from 189 in 1974 to 127 in 1978 and most of the remaining societies are also on the verge of liquidation. The total membership of these societies have declined from 42,894 in 1971 to 25,140 in 1977. The operational details of the credit co-operatives are furnished in Table 4.

### 2. *Malsya Ulpadaka Co-operative Societies:*

The history of Malsya Ulpadaka Co-operative Societies (MUCS) which are the production societies reveals a much distortive picture as compared to the credit societies. These societies were organised in 1956-57 with the avowed object of improving fish production by supplying the fishermen with modern methods of fishing. These societies manifested a mushroom growth, throughout the coastline of Kerala when Government guaranteed full support for their development. The financial support extended by the Government was mainly confined to the managerial assistance and charges to meet contingent and other establishment expenses. They were also given working capital loans at 5% rate of interest for purchase of fishery requisites on the basis of eligibility.

Most of the MUCS failed in achieving their objectives and snowed a tendency of liquidation. The total number of MUCS has declined from 825 in 1971 to 618 in 1977 and the total active members from 68,630 to 54,713 during the same period. The following reasons are attributed to the failure of the MUCS in general.

(a) The societies were started without any feasibility studies and the socio-economic merits of the whole proposition were not clearly examined.

(b) The departmental control over the functioning of these societies was weak.

(c) The method of supervision of the mechanised boats and their functioning was not effective.

(d) These societies were not economically viable and were heavily indebted to the money lenders.

(e) There was no proper marketing facilities for the fish produced by these societies. The operational details of the MUCS are given in Table 5.

### 3. *Regional Fish Marketing Co-operative Societies:*

There are at present 17 Regional Fish Marketing Societies. They were organised for undertaking activities with regard to the catches landed by the producer societies. These societies were given working capital loan and managerial assistance by the Government. These societies have also failed in achieving their objectives for lack of co-operation from the primary production societies. "Though the primaries are the feeder units of the marketing societies, the primaries as a whole are reluctant to supply their catches to the marketing societies with the result that these societies are left with meagre business and hence work on loss". The principle of linking production with marketing was not really achieved.

### 4. *Federation:*

The Kerala Fish Marketing Co-operative Federation is registered with the object of encouraging and undertaking exports, exploring and conquering foreign markets and arranging education and propaganda on the multifarious aspects of enhancing the present status of fishing industry. In fact, besides working as a central coordinating agency of the fishery co-operatives, it is expected to surmount the difficulties of the Regional Fish Marketing Societies in undertaking effective marketing service. This federation has also miserably failed in achieving its objective mainly due to the lack of co-operation from other societies and handicaps in management.

*Participation of fishermen in the co-operative endeavour*

Having stated the status of the fishery co-operatives, one finds that the enthusiasm of the ordinary active fishermen in participating in the co-operative movement is gradually losing mainly because the societies have failed to cater to the needs and requirements of their members. The broad aim of co-operation in fisheries is to bring gradually the entire fishermen under the co-operative fold stands questioned. On the other hand one finds that the participation rate of fishermen in the co-operative ventures is far from satisfactory as declared by the following figures.

<i>Total active fishermen on the state</i>	<i>Total members in the credit societies</i>	<i>Per-centage</i>	<i>Total members in the MUCS</i>	<i>Per-centage</i>	<i>Total members in marketing societies</i>	<i>Per-centage</i>	<i>Total members</i>	<i>Per-centage</i>
383669	25140	6.55	54713	14.26	1639	0.43	81492	21.24

Of the total active fishermen in Kerala, only 21.24 per cent was actually participating in the various co-operatives in 1977. Their participation rate in the credit, production, and marketing societies were 6.55%, 14.26% and 0.43% respectively. It may be noted the participation rate of the fishermen community in Kerala in the co-operative movement has been declining over the years as stated earlier. The major reason for this declining participation rate is the general lack of confidence among fishermen in the ability of the societies in satisfying their needs. Again the members of the societies are not fully aware about the full benefit of co-operation. The extent of knowledge and awareness among the fishermen especially in a tradition bound society about the advantages of co-operation mainly depend on the education and enlightenment that they get from external sources. Apart from a few general co-operative colleges and schools, there are no special facilities for co-operative education among fishermen in the State. All possible steps should be taken to disseminate sufficient knowledge among fishermen on the advantages of co-operative action by using the mass media organising educational programmes, conducting seminars, etc.

*Man power position in fishery co-operatives:*

The fishery co-operatives in Kerala at present employs only a very limited personnel for conducting their activities. The staff employed in carrying out the routine functions of the societies is

very scanty in most cases. The fact is that most of the production and credit societies do not have either office or staff. The very intensions behind the formation of such societies seems to be evil in many cases. The production societies were organised with the sole intension of getting mechanised boats from the Government and once they achieved their aim, their formal functioning have ceased to exist. Thus the infiltration of certain elements in the helm of affairs of these societies have checked the very purpose of which the societies were organised. On the other hand there are a handful of fishery societies which are being organised and run very efficiently and profitably. They actually stand as a challenge to the common belief that co-operation will be a general failure in our society. The secret behind their success is the presence of a dedicated and efficient management leadership that will readily attend to the needs of the fishermen and the co-operation extended by a group of enlightened members. Besides carrying out their routine functions these societies are having ancillary activities like running of ration shops, distribution of fishing implements and spares, running of ice plants, cold storages etc. Nearly 157 persons are at present employed full time in these societies. Thus out of 768 societies, 50 societies gives employment to 157 persons on a full time basis. This means that there is a good potential for employment once the fishery co-operatives are reorganised on a sound basis.

<i>Zones</i>	<i>Total No. of societies</i>	<i>No. of societies with active management</i>	<i>Total staff</i>	<i>Percentage of societies with active management</i>
Quilon	309	25	36	8.09
Ernakulam	66	8	50	12.00
Kozhikode	263	14	65	5.32
Cannanore	130	3	6	2.30
State	768	50	157	6.51

#### *Lags in management and co-ordination:*

One of the crucial factors necessary for the successful working of the co-operative societies is the presence of a dynamic and enlightened management that can readily react to the needs and requirements of the members. A close examination of the management pattern of the fishermen co-operatives in Kerala reveals that



the fishery co-operative societies with active management is very limited in number. It is estimated that only a little less than 28 per cent of the societies are at present having active management organisation. The general administration of the co-operative societies are usually vested with a board of members who are the decision makers with regard to the functioning of the societies. The societies will be having a President and a secretary as selected by the board and the latter will be instrumental to the day-to-day functioning of the societies. Normally, no minimum qualification or experience is prescribed for selecting the Secretary of fishery co-operative societies. On the other hand, a minimum managerial competency is essential for the successful running of the societies. The manager of the societies should have sufficient knowledge about the different aspects of co-operation, the method of scientific organisation of societies, knowledge in accountancy, banking, legal procedures etc. The Managers of some of the sample societies visited made clear that they have no formal knowledge on any of the above links.

#### *Reorientation of Training Courses necessary*

In view of the fact that effective management plays a vital role in the successful running of co-operative societies, the necessary training and orientation should be given to the present and prospective managers of the fishery co-operative societies. There is the necessity to generate sufficiently qualified personnel capable of discharging suitable managerial assistance to the fishery co-operative societies.

#### *Government policy and administration*

The broad aim of Government's policy is to enable the entire fishermen community to reap the benefits of co-operation. The Government's policies are implemented by the Fisheries Department with the aid of the special staff attached from the Co-operative Department. Their organisation and activities are governed by the State Co-operative Act. The Co-operatives receive from the Government loans for the purchase of fishing implements as well as grants enabling them to conduct the business. The co-operatives are also given preferential treatment with regard to the purchase of fishing boats. The cost of fishing implements are recovered by the Government by instalments.

#### *Departmental Man power*

For the purpose of administrative expediency, the entire fisheries sector is divided into four major zones viz. Quilon, Ernakulam, Kozhikode and Cannanore. The overall supervision

of all the societies under each zone is brought under the office of the Assistant Registrar of Co-operatives. Under the Assistant Registrar, there are Co-operative Inspectors and Fishery Development Officers directly responsible for the supervision of the Fishery Co-operative Societies under each zone.

The supply of departmental supervisory staff in relation to the number of societies under each zone is given in the following table.

<i>Zones</i>	<i>Total No. of fishery co-operatives by the end of 1976-77</i>	<i>Total No. of departmental supervisory staff</i>	<i>Average</i>
Quilon	309	9	34.33
Ernakulam	66	3	22.00
Kozhikode	263	11	20.23
Cannanore	130	5	26.00
State	768	28	27.43

Considering the nature and volume of work they have to handle, the present supply of departmental staff seems to be quite inadequate. The work of the supervisors include verification of the records of the societies, examining their financial and other asset position, initiating legal action needed if any, giving proper advice and guidance for effective functioning, helping to co-ordinate the functions of different kinds of fishery co-operative societies etc. In fact these supervisors are keeping effective liaison between the autonomous societies and the Government. For discharging their duties properly, a limited number of societies should be allotted to each supervisor. In view of the fact that most of the fishery co-operative societies are at present facing heavy liquidation proceedings the supervisors are even now overburdened with their duties. Liquidation is a legal process involving much responsibility and correctness. Fishery co-operatives even in a particular region are spread over a large area. This again adds to the difficulty of enforcing effective supervision and personal attention. To overcome these difficulties more supervisory staff may be allotted to the different zones especially Quilon and Cannanore. In the case of the Assistant Registrar of Co-operative Societies also, there is heavy workload. Most of the Assistant Registrars are having jurisdiction

extending over two or more districts. In view of the liquidation process now in full swing, the area of operation of Assistant Registrars may also be reduced. This may be achieved by decentralising the present zones. On the whole it can be legitimately said that the departmental staff provided is not commensurate with the nature and volume of work they have to handle.

A Resuscitative Committee for fishery co-operatives was constituted by the Government in 1975 to study the problems of fishery co-operatives and suggest possible remedies. The Committee after studying the whole situation came to the conclusion that, in view of the miserable condition of the fishery co-operatives, they should be liquidated as early as possible and new fishery co-operatives may be organised at the base level. The major recommendation of the committee seems to be to organise multi-purpose fishery co-operative societies integrating all the vital functions of credit, production and marketing for the overall improvement of the standard of living of the fishermen community.

#### *Perspective Demand and supply*

If the fishery co-operatives are organised on the lines of the recommendations of the Resuscitative Committee there will be fresh demand for qualified manpower to assume the managerial cadre of the fishery co-operatives. The handicaps in management being the major reason for the failure of most of the fishery co-operatives, the need for supplying the required number of personnel with adequate knowledge in the management of fishery co-operatives arises. Since the supply of such personnel is scarce, efforts should be made to generate sufficient number of qualified hands. The quantum of such demand actually depend on the number of co-operative societies to be organised, the area and extent of their functioning, membership etc.

The organisation of fishery co-operatives at the base level will also necessitate the supply of qualified departmental staff for enforcing effective supervision. The qualification prescribed for the departmental supervisors is graduation with co-operative training. At present there is no scarcity of personnel in the State for appointing as departmental supervisors.

#### *Conclusion*

Only a relatively smaller percentage of the total active fishermen in Kerala participates in co-operative activities. The co-operatives have failed to win the confidence of the members due to their inability to meet the needs of the members. The awareness of the fishermen community of the advantages of co-operation is also very meagre.

The management of the fishery co-operatives should be entrusted to persons with sufficient qualifications in fishery co-operative management. Sufficient number of qualified managerial personnel should be generated within the State to be absorbed in future when fishery co-operatives are organised at the base level.

Sufficient departmental supervisory staff should be supplied to enforce effective supervision of the societies and sufficient powers should also be delegated to them.

The present zones may be further decentralised at the district-level to facilitate effective supervision and co-ordination of the societies.

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TABLE I

(a) No. of Fisheries Co-operatives as on 31st March (for the last five years)

Sl. No.	Districts	No. of Co-operative Societies				
		1974	1975	1976	1977	1978
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.	Trivandrum	193	194	159	138	130
2.	Quilon	116	117	99	98	97
3.	Alleppey	114	114	87	75	71
4.	Kottayam	26	26	23	16	11
5.	Ernakulam	96	96	89	50	41
6.	Trichur	106	106	99	93	83
7.	Malappuram	140	141	130	116	110
8.	Kozhikode	134	134	83	51	47
9.	Cannanore	129	129	130	130	130
	States	1054	1057	899	767	720

(b) Number, membership and share capital of Fisheries Co-operatives as on 31st March (Since 1974)

Year	Type of fishery co-operative				No. of members	Share capital
	Credit	MUCS	Marketing	Total No. of co-operatives		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1974	189	846	19	1054	110031	4681766
1975	189	849	19	1057	110031	5862288
1976	153	728	18	899	95945	7517627
1977	133	616	18	767	81493	7758398
1978	127	575	18	720	74864	5308063

TABLE 2

## District-wise details of Fishermen Co-operative Societies, their membership and paid up capital as on 31-3-1978

District	Credit Societies			MUCS (Production)			Marketing (Regional)			Marketing Federation			Total		
	No.	Mem- bership	Paid up capital	No.	Mem- bership	Paid up capital	No.	Mem- bership	Paid up capital	No.	Mem- bership	Paid up capital	No.	Mem- bership	Paid up capital
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
			Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Trivandrum	1	123	1660	127	10409	269770	2	68	327100	..	..	..	130	10600	598530
Quilon	3	566	4471	93	8601	126873	1	29	26700	..	..	..	97	9196	158044
Alleppey	20	5323	114224	49	6125	96306	2	46	15150	..	..	..	71	11494	225680
Kottayam	5	952	25535	6	674	22935	..	..	..	..	..	..	11	1626	48470
Idukki	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Ernakulam	16	2960	414053	23	3693	37055	1	22	179210	1	11	128000	41	6686	758318
Trichur	30	7673	118680	51	4508	65016	2	35	31700	..	..	..	83	12216	215390
Palghat	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Malappuram	8	1232	13987	100	5815	66215	2	583	1185395	..	..	..	110	7630	1265597
Kozhikode	9	1303	53553	36	1178	13407	2	315	1626260	..	..	..	47	2796	2693220
Cananore	35	4113	111911	90	7934	171953	5	573	60950	..	..	..	130	12620	344814
Total	127	24245	858074	575	48937	869524	17	1671	3452465	1	11	128000	720	74364	5308063

TABLE 3

## Zone-wise, District-wise details of Fishermen Co-operative Credit Societies Operation during 1977-78

Zone	District	No. of credit societies	Amount in Rupees				Arrears in Rupees	Remarks	
			On the Engaged in discharging credits	Outstanding as on 1-4-1977	Issued during 1977-78	Realised during 1977-78			Outstanding as on 31-3-1978
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Quilon	Trivandrum	1							
	Quilon	3	16	190079	170560	137612	223027	20116	..
	Alleppey	20							
Ernakulam	Kottayam	21	6	73092	32458	27182	78368	..	..
	Idukki								
	Ernakulam								
Ponnani	Trichur	38	15	361084	7500	8575	360009	447259	..
	Palghat								
	Malappuram								
Kozhikode	Kozhikode	9	2	85179	1950	1025	85204	105775	..
	Cannanore	35	5	294045	51450	53621	291374	45716	..
Total		127	44	1003479	263018	228015	1038482	618366	..



TABLE 4

## Operational Details of Credit Co-operatives

Year	No. of Credit Societies		Amount in Rupees				Arrears
	On the rolls	Engaged in dispensing credits	Outstanding at the beginning	Issued during	Realised during	Outstanding at the end of	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1974-75	189	39	906361	235145	219688	921818	507552
1975-76	153	39	860568	220060	210785	869843	60319
1976-77	133	41	869843	2862815	152649	1003479	761619
1977-78	127	44	1003479	263018	228015	1038482	618866

TABLE 5

## Operation of MUCS Members engaged in Fishing

Year	No. of MUCS		No. of boats		Fish caught	
	On the rolls	Engaged in fishing	Country boats	Mechanised boats	Quantity M.T.	Value Rs.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1973-74	846	330	921	454	2828	12665822
1974-75	849	353	487	486	3280	8285220
1975-76	728	219	441	305	2865	6613375
1976-77	616	211	436	237	2782	5872571
1977-78	575	158	187	232	3160	5725530

TABLE 6

Zone-wise, district-wise details of society members engaged in fishing, during 1977-78

Zone	District	No. of MUCS			No. of boats operated		Catches during 1977-78			Apportion of catches		
		On the Rolls	Engaged in fishing boats	Country boats	Mechanised boats	Weight in kgs.	Value in Rs.	Government Share %	Members Share %	Societies Share %		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)		
Quilon	Trivandrum	127	61	47	79	792000	2239370	30	40	30		
	Quilon	93	33	71	46	1150000	230000	30	40	30		
	Alleppey	49	5	32	3	18672	139817	30	40	30		
Ernakulam	Kottayam	6	..	..	..	..	..	..	..	..		
	Idukki	..	..	..	..	..	..	..	..	..		
	Ernakulam	23	1	..	24	303478	890000	30	40	30		
Ponnani	Trichur	51	13	15	10	22000	112000	30	40	30		
	Palghat	..	..	..	..	..	..	..	..	..		
	Malappuram	100	32	22	25	31000	165000	30	40	30		
Kozhikode	Kozhikode	36	7	..	50	1840000	1879200	30	40	30		
Cannanore	Cannanore	90	6	..	5	38214	70143	30	40	30		
	Total	575	158	187	232	3160364	5725530	..	..	..		

**Stock position of staff in the Co-operative Sector of the Fisheries  
Department**

Headquarters Staff:	Deputy Registrar	1
	Assistant Registrar	1
	Senior Co-operative	
	Inspector	1

Designation	Zones					Total
	Quilon	Ernakulam	Ponnani	Kozhikode	Cannanore	
1. Assistant Registrar	1	1	1	1	1	5
2. Fishery Development Officer	5	1	6	1	3	16
3. Senior Co-operative Inspector	4	2	5	..	2	13
4. Clerks, Typists etc.	2	..	1	2	2	7
5. Others (Class IV)	8	2	1	2	5	18

## APPENDIX—1

## Fishermen Population (Kerala Livestock Census 1977)

(1)	Adult			Children (5)	Total (6)
	Male (2)	Female (3)	Total (4)		
Rural	136677	133626	270303	258879	529182
Marine	126083	127153	253236	246328	499564
Inland	10594	6473	17067	12551	29618
Urban	35615	30249	65864	61921	127785
Marine	34812	29506	64318	60451	124769
Inland	803	743	1546	1470	3016
Total	172292	163875	336167	320800	656967

## APPENDIX—2

## Fishermen Engaged in gainful occupation (Kerala Livestock Census 1977)

(1)	Actually engaged in fishing fish seed collection or both			Market- ing of fish (5)	Making/ repairing of nets (6)	Curing, processing of fish (7)	Others (8)	Total (9)
	Full time (2)	Part time (3)	Total (4)					
Rural	88578	38202	126783	25563	20635	13745	105603	292329
Marine	83046	35413	118459	23703	18987	13062	98410	272621
Inland	5532	2792	8324	1860	1648	683	7193	19708
Urban	18495	12945	31440	5426	6506	1145	23891	68408
Marine	18319	12907	31226	5358	6501	1139	23692	67916
Inland	176	38	214	68	5	6	199	492
Total	107073	51150	158223	30989	27141	14890	129494	360737

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