

AIMSTAFF MPC ON ITS GAD PROGRAMS



As our society has evolved from the typical conservative and traditional setting into a more open and liberal one, the same has opened to more discriminations and intimidation pertaining to gender. In this scenario, women or members of the LGBTQ are normally on the unfavorable end. In recognition of this and in relation to the government's Gender and Development Program (GAD), our cooperative has adapted measures and policies to ensure compliance to such. We believe that gender fairness and equality should always be practiced within our Cooperative regardless of our plans, requirements, situation, status, processes and aspirations.

Below are the measures we have adapted:

- Eliminate gender bias which is manifested through stereotyping and socialization, unbalanced tasks-assignment, marginalization, violence/unfair treatment against women.
 - Open up opportunities to everyone regardless of gender in terms of employment, training and development, and cooperative benefits.
 - Equal chances of being heard and understood in cooperative issues and matters.
 - Integration of every gender in the development process and also to continually search for new and innovative initiatives that will help transform unequal social/gender relations into creative opportunities that would equally benefit women and men.
 - All plans, programs and projects must be able to address the needs of both men and women.
 - Formulate and submit periodic GAD plans and programs (Ex. Annually, Every three years, etc.) responsive to the needs and situation of all constituents to be incorporated in Cooperative policies, programs and activities. Ultimately, uplifting their conditions.
 - Establishment of a consultative mechanism to provide continuing dialogue between the Cooperative management and its member
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- Application of Magna Carta of Women (RA No. 9710)
 - Inclusion of GAD Awareness during PMEs given to new members
 - Active participation of both males and females in policy formulations and decision-making processes

With these, we aim to continually recognize gender issues on a sustained basis and the integration of men, women, and LGBTQs concerns and experiences in the design, implementation, monitoring and evaluation of policies, programs, and projects in all political, economic and social agenda of the Cooperative.

*From Aimstaff MPC