PROGRESS OF GENDER EQUALITY (GE) IN COOPERATIVES IN ASIA-PACIFIC

Ms Ma. Elena C. Limocon, Vice Chairperson, International Co-operative Alliance’s Asia Pacific Women’s Committee; Member, Board of Trustees, Asian Women in Co-operative Development Forum; Member, Board of Directors, National Confederation of Cooperatives (NATCCO)

presented by Ms Emelina M. Santos, Group Head, Member Relations and Networking Group/SP-GE Committee Member, NATCCO

GENDER AND DEVELOPMENT (GAD)
ICA-AP “TAGAYTAY+20”
THE 3RD REGIONAL CONFERENCE ON STATUS OF WOMEN IN COOPERATIVES IN ASIA-PACIFIC
CLARK, PAMPANGA ® 9-11 FEBRUARY 2016

- Hosted by NATCCO, in collaboration w/ other ICA-AP members—VICTO, FPSDC, PCC
- Attended by 9 countries
  - Japan
  - Philippines
  - India
  - Myanmar
  - Vietnam
  - Nepal
  - Malaysia
  - Iran
  - Laos
- With 81 participants (18 Males, 63 Females)
2\textsuperscript{nd} National Summit on Gender and Development (GAD) in Co-ops
Crown Legacy Hotel, Baguio City
29-31 March 2016

GENDER AND DEVELOPMENT (GAD) ICA-AP “TAGAYTAY+20”
THE 3\textsuperscript{RD} REGIONAL CONFERENCE ON STATUS OF WOMEN IN COOPERATIVES IN ASIA-PACIFIC
CLARK, PAMPANGA * 9-11 FEBRUARY 2016

- “Women in Leadership”
- “Women in Coop Business”
2nd National Summit on Gender and Development (GAD) in Co-ops
Crown Legacy Hotel, Baguio City
29-31 March 2016

GENDER AND DEVELOPMENT (GAD)
ICA-AP “TAGAYTAY+20”
THE 3RD REGIONAL CONFERENCE ON STATUS OF WOMEN
IN COOPERATIVES IN ASIA-PACIFIC
CLARK, PAMPANGA * 9-11 FEBRUARY 2016

- “Inclusion of Youth-Young Women in Cooperatives”
- “Role of International Development Agencies in Gender Mainstreaming”
- “Men and Gender”
### Sex Disaggregated Data

<table>
<thead>
<tr>
<th>MEMBER CO-OPS</th>
<th>MALE (%)</th>
<th>FEMALE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOD</td>
<td>48</td>
<td>52</td>
</tr>
<tr>
<td>MEMBERS</td>
<td>40</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMITTEES</th>
<th>MALE (%)</th>
<th>FEMALE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit</td>
<td>2 (67%)</td>
<td>1 (33%)</td>
</tr>
<tr>
<td>Election</td>
<td>2 (67%)</td>
<td>1 (33%)</td>
</tr>
<tr>
<td>Mediation</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Ethics</td>
<td>1 (50%)</td>
<td>1 (50%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>MANAGEMENT</th>
<th>MALE (%)</th>
<th>FEMALE (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>BOD</td>
<td>11 (74%)</td>
<td>4 (26%)</td>
</tr>
<tr>
<td>COMMITTEES</td>
<td>2 (67%)</td>
<td>1 (33%)</td>
</tr>
<tr>
<td>Staff</td>
<td>75 (46%)</td>
<td>88 (54%)</td>
</tr>
</tbody>
</table>
2nd National Summit on Gender and Development (GAD) in Co-ops
Crown Legacy Hotel, Baguio City
29-31 March 2016

BEST PRACTICES
Gender Sensitivity Trainings for NATCCO Staff
- 2013
- 2014
- 2015

BEST PRACTICES
Gender Sensitivity Trainings Conducted for Cooperatives
BEST PRACTICES  Gender Congress

- Held every 2 years to elect Women Representative to the Board
- Theme: “Addressing Gender-related Vulnerabilities”
- Resolution: NATCCO Members to contribute at least 1% of CDF to NATCCO Resiliency Fund annually
- Contribution and usage of fund to follow guidelines to be set by the network
- Continue gathering of sex disaggregated data for coop leader, staff, members
- Seek clear regulatory relief guidelines for coops affected by calamities

BEST PRACTICES

Promoting Gender Responsive Enterprises -

- Implementation of Coke-TESDA STAR Program
BEST PRACTICES

Sending Women Leaders to International Conferences

ICA-AP Women’s Committee
NATCCO Elected Vice-Chair
Bali, Indonesia (Sept. 16, 2014)

Canadian Co-op Assn. (CCA) Women Mentoring Program (annual)

AWCF General Assembly –
NATCCO Elected as Vice-Chair for Internal Affairs, Bangkok, Thailand (June 2016)

THE STATE OF PARTICIPATION OF WOMEN AND MEN IN CO-OPS IN ASIA-PACIFIC

- ICA-AP – started Gender involvement 1990
- 1998 – created Regional Women’s Committee encouraged gender integration in coops & participation of women in all levels, esp. in leadership/decision-making;
  Committee renamed ICA-AP Women’s Committee
- 2006 beyond Tagaytay +10 – produced publication “Women in Decision-Making in Co-ops”; passage of resolutions by ICA-AP
- 5th, 6th, 7th Ministers’ Conference in Beijing, Kathmandu, New Delhi, respectively, declaring support to Women’s Agenda
THE STATE OF PARTICIPATION OF WOMEN AND MEN IN CO-OPS IN ASIA-PACIFIC

- Level playing field (5th Conference), creation of an enabling environment for capacity building in cooperatives (6th Conference), and increasing women’s participation at all cooperative levels, providing necessary funds for gender disaggregated data and training/education of women, networking and exposure to success stories (7th Conference); and the development of the “Training Manual for Women Leaders of Cooperatives.”

- 2005 – pushed for engendering database of co-ops and did 1st data study with 397 primaries of 20 ICA-AP members from 14 countries in the region as respondents.

THE STATE OF PARTICIPATION OF WOMEN AND MEN IN CO-OPS IN ASIA-PACIFIC

- 2006 – continued with training & education of women which included a program which exposed women to coops in other countries and enabled them to widen their business perspectives. 12 countries participated in the Program.

- 2011 – developed a Resource Guide on Advance Training of Coops for Entrepreneurship and Women Development

Overall visibility of women increased in the last decade but due more to various opportunities created in the environment such as globalization, the open market economy, and change in socio-economic policies of national governments which impacted cooperatives as well.

Progress of cooperatives on gender and development has been limited due to lack of funds for participation in skills development trainings, meetings and conferences; lack of political will to create an enabling legal and policy environment despite lobbying efforts from cooperatives; and lack of gender data. The minimum 30% participation of women at all cooperative levels has largely not been realized.

On the other hand, some countries have shown progress on gender and development including the Philippines, India, Nepal, Bangladesh, Korea and Japan. Women in leadership positions such as the CEO and President of national cooperative federations were also noted. However, the increase in the number of women managers and support staff were due more to change in the social conditions for women in the country and not to any particular coop policy.

The ICA-AP has reached out to new countries including China, Myanmar, Mongolia, Laos, Bangladesh and Pakistan and has collaborated with international organizations to bring in experts as resource persons in women’s trainings and for exchange of resources and networking.
Where are we now?

- Out of 27 countries and 87 members, only 15 are actively participating in the gender program;
- Support has to be mobilized through Coop Ministers’ Conference, Regional Board and Assembly to impress upon members to promote women in leadership and senior managerial positions.
- Coops should devise a mechanism to promote and retain talent (prevent a coop “brain drain”).
- Each ICA-AP member must sponsor at least one member to the women committee and fund their travel to attend the committee’s meeting and events at least once a year.

### THE STATE OF PARTICIPATION OF WOMEN AND MEN IN CO-OPS IN ASIA-PACIFIC

<table>
<thead>
<tr>
<th>Measures</th>
<th>1st Data Study 2005</th>
<th>2nd Data Study</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. of respondents</td>
<td>13/14</td>
<td>19/26</td>
<td>&gt;From diff. types of co-ops</td>
</tr>
<tr>
<td>Governance:</td>
<td></td>
<td></td>
<td>&gt;Patriarchal values, lack of educ./skills reason for low %age</td>
</tr>
<tr>
<td>&gt;Women Chairpersons</td>
<td>7%</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>&gt;Women VCs</td>
<td>0%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>&gt;Women BOD</td>
<td>18%</td>
<td>23%</td>
<td></td>
</tr>
</tbody>
</table>
### THE STATE OF PARTICIPATION OF WOMEN AND MEN IN CO-OPS IN ASIA-PACIFIC

<table>
<thead>
<tr>
<th>Measures</th>
<th>1st Data Study 2005</th>
<th>2nd Data Study</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women Executives</td>
<td>2.4%</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>Average-Male:Female ratio</td>
<td></td>
<td>74:26</td>
<td>Twin burdens – reproductive &amp; productive roles could be reason for age disparity bet. male/female</td>
</tr>
<tr>
<td>Ave. Age of Female Members</td>
<td></td>
<td>45 yrs. and above</td>
<td></td>
</tr>
<tr>
<td>Ave. Age of Male Members</td>
<td></td>
<td>18-45 yrs.</td>
<td></td>
</tr>
</tbody>
</table>

### THE STATE OF PARTICIPATION OF WOMEN AND MEN IN COOPERATIVES IN ASIA-PACIFIC

- **TOPICS WHICH WOMEN WANT TO DISCUSS DURING BOD MEETINGS**
  - financial assistance for women entrepreneurs, microfinance innovations, loan extensions, market access, income-generating projects
  - social issues like health and education for women, better working conditions

- **WOMEN WANT INCREASED LEVEL OF PARTICIPATION IN THE TOP LEVELS OF ORGANIZATION**
## The State of Participation of Women and Men in Co-ops in Asia-Pacific

<table>
<thead>
<tr>
<th>Trainings</th>
<th>Male (%)</th>
<th>Female (%)</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;Leadership</td>
<td>66</td>
<td>34</td>
<td></td>
</tr>
<tr>
<td>&gt;Gender awareness</td>
<td>52</td>
<td>48</td>
<td></td>
</tr>
<tr>
<td>&gt;Basic computer skills</td>
<td>44</td>
<td>56</td>
<td></td>
</tr>
<tr>
<td>&gt;Consumer awareness</td>
<td>55</td>
<td>45</td>
<td></td>
</tr>
</tbody>
</table>

### Services Availed

- Educational support
- Healthcare/Insurance
- Financial services
- Maternity/Childcare

### Bottlenecks/Challenges

- Socioeconomic norms vs. domestic responsibility
- Cultural barriers
- Lack of emphasis on women’s participation
- Lack of education
- Lack of confidence
ICA BLUEPRINT AND GENDER

The ICA Blueprint for a Cooperative Decade or the “20/20 Vision” was aimed at making the cooperative the:

1) acknowledged leader in economic, social and environmental sustainability;
2) model preferred by people; and
3) fastest growing form of enterprise.

Balu Iyer
ICA-AP Regional Director

ICA BLUEPRINT AND GENDER

- Since 2012 when the Blueprint was made and today’s trends, remain the same-
  - environmental degradation and resource depletion;
  - unstable financial sector;
  - increasing inequality;
  - growing global governance gap;
  - youth with specific values wondering about where, how, and with whom to conduct business; and
  - trust in political and economic organizations.
ICA BLUEPRINT AND GENDER

- Country Global Institute, in its book *No Ordinary Disruption*, identified **trends that are affecting and will continue to affect countries on a global scale including urbanization, technology, aging and interconnectedness.**

- Cooperatives are called to adapt to the changes and take advantage of opportunities that the trends offer to coops as well as women.

---

ICA BLUEPRINT AND GENDER

- **With respect to urbanization**, cooperatives should look at how prevalent and relevant they are in urban centers. The increasing exit of people out of poverty as a result of urbanization likewise holds potential for coops to service the needs of this group of people.

- Services that could be provided include health, education, water and sanitation and assistance to informal, small and medium enterprises.

- **With respect to technology**, cooperatives should look at how to adopt/use technology to promote the development of local coops.
ICA BLUEPRINT AND GENDER

Co-ops are generally not adapted to the issue of aging but this is an issue that they have to look into, together with health care, as the global population continues to age and life expectancy increases.

Beyond national and local issues, regional and global issues have become more important as the world becomes more globalized. Cooperatives should engage in regional and global bodies such as the ASEAN, to promote not only their visibility but also their growth and development.

ICA BLUEPRINT AND GENDER

- The global demographic profile is changing as more and more women outlive men and the older population becomes predominantly female. As a result, there is concern for the weakening of familial support systems and traditional arrangements for old-age security. Health issues are expected to become dominant given the change.

- Migration is another issue that coops could look into especially with respect to migrant women. Western Union recognizes the big role women play in the remittance business and has come up with an International Women’s Day to celebrate them. Coops, for their part, can play a big role in servicing the needs of migrant women both in the sending and receiving countries. Arrangements could be made, for example, where coops in the sending countries provide training to migrant workers while those in the receiving countries secure their placement and welfare. The provision of remittance services by coops closes the loop.
A she-conomy is emerging and it is predicted that by 2020:

1) 870 million women who have not previously participated in the mainstream economy would have gained employment or started their own business;

2) the gender gap in earnings would have approached parity; and

3) women would have overcome legal and traditional barriers that have historically prevented them from participating in some regions using virtual, mobile and internet technologies to run their businesses.

An ILO-COPAC study found that:

1) co-ops have an increasingly positive impact on women and their inclusion in the labor force and formal economy;

2) cooperatives can enhance their ability to empower women by collaborating with civil society and gaining government recognition;

3) cooperatives can continue to develop policies that support women from within. Co-ops can contribute to gender equality in 3 broad areas: access to employment; improved work conditions; and social benefits.
ICA BLUEPRINT AND GENDER

Guidance notes on how to interpret the Cooperative Principles in the current context:

- Women only cooperatives have been shown to help train women for business, build capital and overcome gender inequality in cultures where women are traditionally excluded. Restricting membership to women only, as a direct response to wider gender discrimination and disadvantage women face in society, does not breach the 1st Principle of Open Membership.

- The binary concept of sex or gender as being singularly male or female no longer reflects present gender realities. Gender, as seen now, is about how people identify themselves and this includes people who are transgender or have chosen gender re-assignment. The 1st Principle of non-discrimination on grounds of gender extends to all persons.

- Members elected to positions of responsibility in a co-op should broadly reflect the diversity of its membership. To do so, men and women members of under-represented sections of the membership should be encouraged to stand for election; likewise, appropriate arrangements should be made to overcome the exclusion of disadvantaged sections of the membership, such as women, from seeking elected office.

GENDER AND DEVELOPMENT (GAD)
ICA-AP “TAGAYTAY+20”
THE 3RD REGIONAL CONFERENCE ON STATUS OF WOMEN IN COOPERATIVES IN ASIA-PACIFIC
CLARK, PAMPANGA * 9-11 FEBRUARY 2016

Recommendations:

- Put in place enabling/supportive policies, laws, regulations that will promote Gender and Development in Cooperatives
- Build Capacity of Women Members and the Cooperative
- Cooperate/Collaborate/Partner with other cooperatives, international agencies, government, other like-minded organizations/agencies
- Provide Funding for Women in Development Programs/Projects
- Conduct Research that respond appropriately to needs of coops and women’s issues and develop monitoring/evaluation mechanisms for measuring women’s gains.
Thanks for listening! 😊