

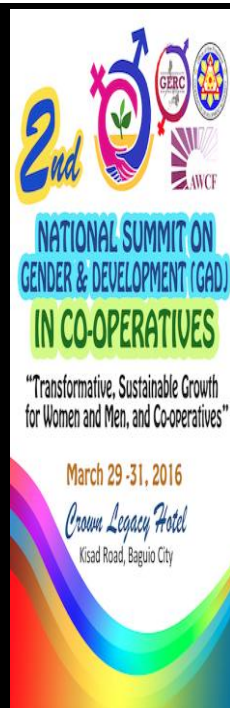
2nd National Summit on Gender and Development (GAD) in Co-ops

Crown Legacy Hotel, Baguio City

29-31 March 2016

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)



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- "Inclusion of Youth-Young Women in Cooperatives"



- "Role of International Development Agencies in Gender Mainstreaming"



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- "Men and Gender"



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NATCCO NETWORK

NATIONAL CONFEDERATION OF COOPERATIVES





3,421,699
INDIVIDUAL MEMBERS

804
CO-OPS

P. 101.04. BILLIONS
CONSOLIDATED
ASSETS

1,616
OFFICES



Sex Disaggregated Data

MEMBER CO-OPS*	MALE	FEMALE
BOD	48 %	52 %
MEMBERS	40 %	60 %
	MALE (%)	FEMALE (%)
BOD	11 (74 %)	4 (26 %)
COMMITTEES		
Audit	2 (67 %)	1 (33 %)
Election	2 (67 %)	1 (33 %)
Mediation	1	
Ethics	1 (50 %)	1 (50 %)
MANAGEMENT	1 (13 %)	7 (87 %)
Staff	75 (46 %)	88 (54 %)

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NATCCO NETWORK

NATIONAL CONFEDERATION OF COOPERATIVES



BEST PRACTICES

Gender Sensitivity Trainings for NATCCO Staff

 2013

 2014

 2015













NATCCO NETWORK

NATIONAL CONFEDERATION OF COOPERATIVES




BEST PRACTICES

Gender Sensitivity Trainings Conducted for Cooperatives














NATCCO NETWORK

NATIONAL CONFEDERATION OF 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





NATCCO NETWORK

NATIONAL CONFEDERATION OF COOPERATIVES



BEST PRACTICES

Promoting Gender Responsive Enterprises-

- Implementation of Coke-TESDA STAR Program







NATCCO NETWORK

NATIONAL CONFEDERATION OF COOPERATIVES



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



Savitri Singh,
Gender Advisor

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
- 2015 - Resource Guide on Advance Training of Coops for Entrepreneurship and Women Development released Mar. 2015 UNSCW and ICA-ILO event in New York and the ICA Global BOD Mtg. in Singapore.

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



- 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.

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



- 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.

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



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



Dr. Nandini Azad, Chair, Independent Commission for People's Rights and Dev't and Board Governor of the Indian Coop Network for Women

Measures	1 st Data Study 2005	2 nd Data Study	Remarks
No. of respondents	13/14	19/26	>From diff. types of co-ops
Governance:			>Patriarchal values, lack of educ./skills reason for low %age
>Women Chairpersons	7%	10%	
>Women VCs	0%	18%	
>Women BOD	18%	23%	

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



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

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



TRAININGS	MALE (%)	FEMALE (%)	REMARKS
>Leadership	66	34	
>Gender awareness	52	48	
>basic computer skills	44	56	
>consumer awareness	55	45	

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



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.

ICA BLUEPRINT AND GENDER



- **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.

ICA BLUEPRINT AND GENDER



- 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.

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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.**

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Thanks for listening! 😊

