

## 2<sup>nd</sup> National Summit on Gender and Development (GAD) in Co-ops

Crown Legacy Hotel, Baguio City

29-31 March 2016

# CDA'S GAD FRAMEWORK AND INITIATIVES

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## Milestone and Progress on Gender Mainstreaming in the CDA

Guided by provision of laws and policies, both local and international, in pursuing its gender and development programs for co-operatives, the CDA founded its initiatives on the following:

- Issuance of Memo Circular 2013-22 - Guidelines in Mainstreaming Gender and Development in Cooperatives;





## Milestone and Progress on Gender Mainstreaming in the CDA

### **Section 1. Legal basis:**

#### **Philippine Constitution**

**Article II Section 14** ..*"The State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men".*



## Milestone and Progress on Gender Mainstreaming in the CDA

**Article XIII Section 14** .. *"protection to working women by providing safe and healthy working conditions taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation".*





## Milestone and Progress on Gender Mainstreaming in the CDA

### Legal basis:

#### Philippine Constitution

The Philippines is committed to achieve the Millennium Development Goals more specifically goal number three which *“requires governments to promote gender equality and empower women”*.



## Milestone and Progress on Gender Mainstreaming in the CDA

### Legal basis:

**Executive Order (EO) 273** or the Philippine Plan for Gender-Responsive Development (PPGD 1995 – 2025)

- mandated the implementation of gender and development in accord with our constitutionally guaranteed human rights.
- directs all government agencies and instrumentalities to *“take appropriate steps to ensure the full implementation of the policies/strategies and programs/projects outlined in the Plan”*.





## Milestone and Progress on Gender Mainstreaming in the CDA

### Legal basis:

#### **PCW-National Economic Development Authority (NEDA)- Department of Budget and Management (DBM) Joint Circular No. 2012-01**

- PCW is mandated to lead in setting the priority agenda for women's empowerment and gender equality including the targets for such. While NEDA, ensure that *“gender and development (GAD) issues and concerns, gender equality and women's empowerment are mainstreamed and integrated in the sector outcome indicators”* of agencies.



## Milestone and Progress on Gender Mainstreaming in the CDA

### Legal basis:

#### **RA 6939**

- . . . *“to promote the viability and growth of cooperatives as instruments of equity, social justice and economic development”*
- . . . to *“formulate, adopt and implement integrated and comprehensive plans and programs on cooperative development consistent with the national policy on cooperatives and the overall socio-economic development plans of the Government”*

**EO 273** paragraph 2.2 for *“Non-Government Organizations and private entities to assist and support in the implementation, monitoring, assessment and updating of the Plan (PPGD)”*.





## Milestone and Progress on Gender Mainstreaming in the CDA

The above-mentioned laws and policies became the legal basis for the CDA to issue its **Memorandum Circular (MC) 2013-22**, the *“Guidelines on Mainstreaming Gender and Development (GAD) in Cooperatives”*.

**MC 2013-22 Section 3 on Purpose** ... *“aims to disseminate to the cooperative sector the GAD mandate of the government. This is to ensure the promotion of gender equality (GE) and institutionalization of GAD in policies, programs and other activities of the cooperatives. On the other hand, this shall also mandate the monitoring of progress in the implementation of GAD programs and activities of cooperatives towards achieving GE”*.



## Milestone and Progress on Gender Mainstreaming in the CDA

**MC 2013-22 Section 4 on Scope** ... *“shall be applicable to all cooperatives MC 2013-22 Section 4 on Scope duly registered with the Cooperative Development Authority”*.

**MC 2013-22 Section 5 on Aspects of GAD Mainstreaming** ...*“All cooperatives shall implement mainstreaming of GAD in the following:*

- Policy –

There shall be an approved and implemented policies related to GAD and GE.





## Milestone and Progress on Gender Mainstreaming in the CDA

- Cooperative Development Plan –  
The approved Cooperative Development Plan shall include strategies/programs/activities/projects that address issues and concerns on gender and policy implementation.
- Budget –  
A GAD budget must be allocated to the programs/activities/projects in the Cooperative Development Plan.
- Mechanisms and Instruments –  
There shall be mechanisms and instruments established in the cooperative that will ensure GAD mainstreaming is facilitated, implemented and monitored.



## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 6 on Mainstreaming Mechanisms and Instruments ...**

- A. GAD Committee – shall be
- Created by the Board of Directors.
  - Composed of at least three (3) members, provided that at least one member shall come from the Board.
  - Elect from among themselves a Chairperson.
  - Hold office until replaced by the Board.





## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 6 on Mainstreaming Mechanisms and Instruments ...**

#### **B. GAD Focal Person –**

- Designated by the Board from the recommendee(s) of the management.
- He or she must be an employee of the cooperative and shall perform GFP roles as additional function.



## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 6 on Mainstreaming Mechanisms and Instruments ...**

#### **C. GAD Education and Training Programs –**

- Shall be included in the Annual Education Training Plan

#### **D. GAD Support Systems and Services –**

- The cooperative shall implement other services that address GAD and GE issues and concerns.
- It shall also develop and establish necessary support systems that will enhance implementation of the GAD and GE services of the cooperative.





## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 7 on Functions and Responsibilities ...**

GAD Focal Person –

- Coordinates and reviews implementation of GAD programs/projects/activities based on approved plans and budget.
- Prepares performance reports and recommends policy improvements to the GAD Committee.



## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 7 on Functions and Responsibilities ...**

- Gathers and analyzes gender-related information and other data.
- Provides administrative services to the GAD Committee.

GAD Committee –

- Conducts gender analysis.
- Develops and recommends GAD and GE policies/programs/projects/activities to the Board.







## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 7 on Functions and Responsibilities ...**

GAD Committee –

- Monitors and assesses progress in the implementation of GAD programs/projects/activities towards achieving GE.
- Submits report to the Board.
- Provides directional guidance.



## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 7 on Functions and Responsibilities ...**

Education Committee –

- Facilitates the conduct of gender advocacy and promotion through training especially in the conduct of Pre-Membership Education Seminar (PMES) and/or Basic Co-op Education Seminar (BCES).
- Builds the capacity of management staff, the GAD Committee and officers on GAD.





## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 7 on Functions and Responsibilities ...**

#### Management –

- Implements the GAD plan and budget.
- Reports and evaluates accomplishments.

#### Board of Directors –

- Acts on reports of the GAD Committee and Management.
- Approves GAD and GE policies.
- Approves GAD plan and budget.



## Milestone and Progress on Gender Mainstreaming in the CDA

### **MC 2013-22 Section 8 on Monitoring...**

- There shall be a system of monitoring the progress of the implementation of GAD programs/projects/activities of the cooperative towards GE.
- Reports to the General Assembly must include updates on the implementation of gender plans and programs.
- Social performance reports to CDA must include GAD accomplishments.





## Milestone and Progress on Gender Mainstreaming in the CDA

Some milestones on the focus areas of the 2006 Declaration and Platform for Action –

### **Policy issuances on the following:**

- Mandatory Training for Officers
- Mandatory reportorial requirements–  
Cooperative Annual Performance Report with  
Social Performance, Financial Performance,  
Governance/Management, Training Report



## Milestone and Progress on Gender Mainstreaming in the CDA

Some milestones on the focus areas of the 2006 Declaration and Platform for Action –

### **Policy issuances on the following:**

- Annual inspection/examination and supervision
- Issuance of certificate of compliance
- Standard PMES for registering co-ops by CDA
- Field validation of registering co-ops
- Issuance of registration certificate
- Policy regarding opening satellite and branch offices
- Policy on laboratory co-ops
- Policy on conflict resolution
- Development of regulatory tools and standards





## Milestone and Progress on Gender Mainstreaming in the CDA

Some milestones on the focus areas of the 2006 Declaration and Platform for Action –

### **Capacity Building**

- Technical services to ensure co-ops are compliant
- Gender Sensitivity training, Gender Analysis, Gender-Responsive Planning and Budgeting
- Technical training
- GAD orientation/forum/congresses/summits
- GAD library and production/distribution of IEC materials
- Sex-disaggregated database
- Exhibit and trade fair promoting women's products
- Leadership and entrepreneurial training



## Milestone and Progress on Gender Mainstreaming in the CDA

Some milestones on the focus areas of the 2006 Declaration and Platform for Action –

### **Recognition and Awards**

- Recognition of women Gawad Parangal Awardees
- CDA recognized as one of the top four Most Gender-Responsive agencies by the PCW for their 2014 GADtimpala Award. CDA is a finalist in the GAD Transformation and Institutionalization through Mainstreaming of Programs, Advocacies, Linkages and Action.
- CDA GAD Plan and Budget were consistently endorsed by the PCW in the past four years including its GAD Accomplishment Reports.





## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

• **Inspection and Regulation of Cooperatives** through the following:

- Coordination with concerned agencies on social protection privileges of women employees in coops;
- Monitoring of cooperatives complying with labor standards and labor laws through inspection;
- Monitoring on the creation of GAD committees in the Cooperatives;



## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

• **Registration and Regulation of Cooperatives** through the following:

- Inclusion of sex disaggregated in the General Information Sheet (GIS)/other mandatory reportorial requirements such as CAPR;
- Revisit the Cooperative reporting Forms/Tools required for the cooperatives to submit;
- Continuation and maintenance of sex disaggregated list/database of cooperative membership;



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### CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

#### Client-focused:

##### •Promotion and Development of Cooperatives

through the following:

- Dissemination information materials on GAD and other materials promoting women's rights;
- Conduct of GAD orientation, fora, conferences that will promote gender-balanced composition of cooperative officers, management and members;



### CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

#### Client-focused:

##### •Promotion and Development of Cooperatives

through the following:

- Encourage the establishment of GAD mechanisms and programs in primary coops;
- Encourage participation of women in the CDA Gawad Parangal for Outstanding Cooperative Leaders;
- Review of training materials to include gender related issues/concerns;





## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

- **Expansion of Cooperative Membership** through the following:
  - Campaign for membership in cooperatives;
  - Conduct information dissemination and establishment of sex disaggregated database of cooperatives particularly on the area of increase in membership;
  - Conduct of GAD orientation, fora, conferences that will promote gender-balanced composition of cooperative officers, management and members;



## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

- **Research and Development** through Profiling of cooperatives with success stories and best practices on gender mainstreaming;
- **Advocacy and Linkaging for Cooperative** through the following:
  - Identification and coordination with government agencies with programs and projects on coop development providing financial/technical assistance including training and livelihood opportunities;





## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

- **Advocacy and Linkaging for Cooperative** through the following:
  - Information dissemination on coop livelihood programs and entrepreneurs thru forum/exhibits and trade fairs;
  - Coordination with DTI, Agrilink and other Market-Oriented organizations for the participation of cooperatives in the forum/exhibits and trade fairs;



## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Client-focused:

- **Training and Development for Cooperatives** through the following:
  - Conduct of livelihood and entrepreneurial training in coordination with appropriate government agencies like DOST, DTI, and other agencies with similar involvement;
  - Conduct women leadership trainings in coordination with appropriate organizations;
  - Conduct of forum/seminars with partners on product development (packaging/labeling of products);





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### CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

#### Client-focused:

• **Awards, Recognition and Incentives for Cooperatives** through encouraging participation of women in the CDA Outstanding Cooperative Leaders/women leaders special awards;



### CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

#### Organization-focused:

**Institutional Building of the Agency** through the following:

- Participation of GAD Focal Person in the Orientation and Capacity Building Program on GAD;
- Briefing/Orientation/Seminar on GAD and related laws;





## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Organization-focused:

**Institutional Building of the Agency** through the following:

- Conduct of staff development/capability building in coordination with concerned government agencies/organizations;
- Training and orientation on the preparation of the Agency GAD Plan and Budget;



## CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

### Organization-focused:

**Institutional Building of the Agency** through the following:

- Monitoring and evaluation of the implementation of GAD Plan;
- Sex Disaggregation through updating of CDA Staff Profile and establishing skills inventory and training attendance of the CDA male and Female employees;



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### CDA Initiatives/Programs and Activities on Gender and Development (GAD) for 2016

#### Organization-focused:

- **Development of Regulatory Tools and Standards for Cooperatives** through Integration of indicators of gender equality and women empowerment in the tools and standards;



### Milestone and Progress on Gender Mainstreaming in the CDA

The CDA in partnership with the AWCF and GERC convened the 1<sup>st</sup> National GAD Summit in 2014 at Subic, Zambales with a Call for Action from the co-op sector and CDA.

The CDA conducted Workshop on the Development of Tools for Gender Mainstreaming on March 8-9, 2016 at Greenhills, San Juan City.





Milestone and Progress on  
Gender Mainstreaming in the CDA

# Cooperative Membership 2015



Milestone and Progress on  
Gender Mainstreaming in the CDA

Region	Primary Coops with submitted CAPR	Regular Male	Regular Female	Associate Male	Associate Female	Total Male	Total Female	Total Members
Region 01	752	326,601	138,546	20,946	35,697	347,547	174,243	521,790
Region 02	519	74,377	95,769	167,370	43,918	241,747	139,687	381,434
CAR	503	75,285	116,102	49,417	70,606	124,702	186,708	311,410
Region 03	696	135,398	195,906	41,110	69,452	176,508	265,358	441,866
NCR	966	339,200	281,387	218,955	190,091	558,155	471,478	1,029,633
Region 04	1,615	222,001	322,928	75,936	117,546	297,937	440,474	738,411
Region 05	420	102,102	60,764	19,111	48,017	121,213	108,781	229,994
Region 06	665	253,030	146,879	59,303	65,474	312,333	212,353	524,686
Region 07	798	199,428	380,446	94,533	160,119	293,961	540,565	834,526
Region 08	307	66,477	124,898	94,282	161,606	160,759	286,504	447,263
Region 09	354	47,345	73,366	17,437	37,692	64,782	111,058	175,840
Region 10	822	211,402	374,080	82,189	136,665	293,591	510,745	804,336
Region 11	843	196,562	265,032	99,202	137,179	295,764	402,211	697,975
Region 12	605	80,899	94,808	55,231	72,480	136,130	167,288	303,418
CARAGA	560	47,347	67,550	42,839	53,998	90,186	121,548	211,734
<b>Grand Total</b>	<b>10,425</b>	<b>2,377,454</b>	<b>2,738,461</b>	<b>1,137,861</b>	<b>1,400,540</b>	<b>3,515,315</b>	<b>4,139,001</b>	<b>7,654,316</b>

Source: CAPRIS as of Dec 31, 2015  
 10,571 submitted CAPR

NOTES: Secondary and Tertiary not captured re gender  
 Only 10,425 coops were primary coops from the submitted CAPR





## Milestone and Progress on Gender Mainstreaming in the CDA

The Philippine co-op sector is growing steadily in number. As of December 31, 2015 the total registered co-ops reached 25,611. Only 10,425 submitted reports.

The total membership from these 10,425 co-ops reached 7,654,316. Female members total to 4,139,001 or 54%. Male members total to 3,515,315 or 46%.



## Milestone and Progress on Gender Mainstreaming in the CDA

# Cooperative Officers 2015





## Milestone and Progress on Gender Mainstreaming in the CDA

Region	With Details	BOD MALE	BOD FEMALE	BOD TOTAL
Region 01	1,028	4,493	2,868	7,361
Region 02	560	2,554	1,734	4,288
CAR	153	660	365	1,025
Region 03	663	3,551	2,832	6,383
NCR	495	2,014	1,706	3,720
Region 04	1,677	6,459	3,979	10,438
Region 05	282	1,111	726	1,837
Region 06	384	1,984	1,831	3,815
Region 07	204	1,071	750	1,821
Region 08	542	2,279	1,452	3,731
Region 09	101	539	440	979
Region 10	178	848	642	1,490
Region 11	433	1,863	767	2,630
Region 12	278	1,177	632	1,809
CARAGA	184	944	400	1,344
ARMM	151	564	212	776
<b>Grand Total</b>	<b>7,313</b>	<b>32,111</b>	<b>21,336</b>	<b>53,447</b>

Data on Board of Directors (BOD) upon registration  
 Source: CoopRIS as of Dec 31, 2015

NOTES: From 25,611 registered coops as of Dec 31, 2015  
 Only 7,313 coops have details re BOD upon registration



## Milestone and Progress on Gender Mainstreaming in the CDA

From the 25,611 registered co-ops, 7,313 provided number of female and male composition of their Board, a total of 53,447. Total female members of the Board reached 21,336 comprising 40%. Male Board members reached 32,111 comprising 60%.





## Milestone and Progress on Gender Mainstreaming in the CDA

At a glance, it seems that the number of women in decision/policy making is catching up with that of the men. But we need to examine the quality of women's participation in decision-making. Did the policies and programs promote the empowerment of women as leaders and members?

Did we make a difference in the lives of women and men members in terms of their participation in the economic and social affairs of the co-op? Did they benefit equitably and fairly?



## Milestone and Progress on Gender Mainstreaming in the CDA

These are questions that we need to discuss in this summit. Let us go deeper and wider into our collective and progressive effort in achieving gender equality.

Let us move to the direction of great catch, the growing number of poor families and communities and their need for services of the co-ops. Let us make co-ops true instruments for achieving social justice, equity, peace and sustainable development.

