



  <p><b><i>“Gearing Towards a Gender-Fair Cooperative Movement in Mindanao”</i></b></p>	<h1>MASS-SPECC GENDER EQUALITY INITIATIVES</h1> <p><b>Ms Ruth I. Jacutin</b> <i>Member, Board of Directors (one of two Women’s Representatives) and Gender Equality Committee Chairperson, MASS-SPECC Cooperative Development Center (MASS-SPECC)</i></p>
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 	<h1>MASS-SPECC: AN INTRODUCTION</h1>
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## 2<sup>nd</sup> National Summit on Gender and Development (GAD) in Co-ops

Crown Legacy Hotel, Baguio City


29-31 March 2016





**MASS-SPECC**  
COOPERATIVE DEVELOPMENT CENTER  
COOPERATIBO DEBAGONGWENI SENTER

**Long ago, men dominated the seats of the MASS-SPECC Board of Directors.**



**MASS-SPECC**  
COOPERATIVE DEVELOPMENT CENTER  
COOPERATIBO DEBAGONGWENI SENTER

**Until in 1990, two seats for women representatives were allocated as amended in the Bylaws.**



## GAD INITIATIVES

- ◉ Implemented Gender and Development and Family Enrichment Program (GAD-FEP) in co-ops (2005)



## GAD INITIATIVES

- ◉ Holding of Annual Women's Congress (since 2007)
- ◉ Changed to Gender Congress (2010)
  - *Since 2012, it became a biennial event*
  - *Since 2014, it was a joint event with the Youth Congress*



## GAD INITIATIVES

- Gender Resolutions adopted during General Assembly.



## HERE ARE SOME OF THOSE RESOLUTIONS ADOPTED



## ***GA RESOLUTIONS***

### **2007**

- ◉ All member co-ops to adopt GAD-FEP Program
- ◉ Allocation of 10% of the member co-ops' local CETF for their GAD-FEP implementation
- ◉ All women leaders and male gender advocates are enjoined to attend the Annual Women's Congress
- ◉ Appointment of MASS-SPECC's GAD Committee and GAD Focal Person
- ◉ MASS-SPECC's 25% budget allocation (CETF) for GAD-FEP



## ***GA RESOLUTIONS***

### **2009**

- ◉ MASS-SPECC and its affiliates shall campaign for "GREEN COOPERATIVE"
- ◉ Primary cooperatives shall conduct Financial Counseling, Budgeting Seminar and "Development Oriented-Issue Focused-Gender Sensitive (DO-IF-GS)" Transformative Leadership Seminar
- ◉ Changed Women's Congress to Gender Congress
- ◉ Continue the cluster GAD-FEP Trainers Training



## ***GA RESOLUTIONS***

### **2010**

- ◉ Strengthen the GAD-FEP both at MASS-SPECC and member co-ops (through integration of GAD-FEP Module in PMES, etc., and Monitoring and Evaluation)
- ◉ Search for “Most Outstanding Primary Cooperative GAD-FEP Implementor”



## ***GA RESOLUTIONS***

### **2011**

- ◉ Search for “Most Outstanding Primary Co-op GE Program Implementor” categorized in terms of asset size
- ◉ Member co-ops’ Gender Program may be funded by the 10% allocation of the local CETF; if not enough, Cooperative Development Fund may be used



## ***GA RESOLUTIONS***

### **2011**

- MASS-SPECC affiliate co-ops should have Gender Equality Program which should start with the MASS-SPECC Board and Officers' primary co-ops. To ensure the implementation of the program, the following must be present:
  1. Creation of the Gender Equality Committee
  2. Appointment of Gender Focal Person and Alternate
  3. Allocation of CETF for GE Activities



## ***GA RESOLUTIONS***

### **2014**

- Amendment to MASS-SPECC Election Guidelines to include in the qualification requirements under CDA MC 2013-22 of all candidates: the GAD Program implementation of the primary they are representing
- Gender Equality Committee of MASS-SPECC must be represented by both male and female effective 2014, based on the guidelines [members appointed by the Regional Steering Committee (RSC)]

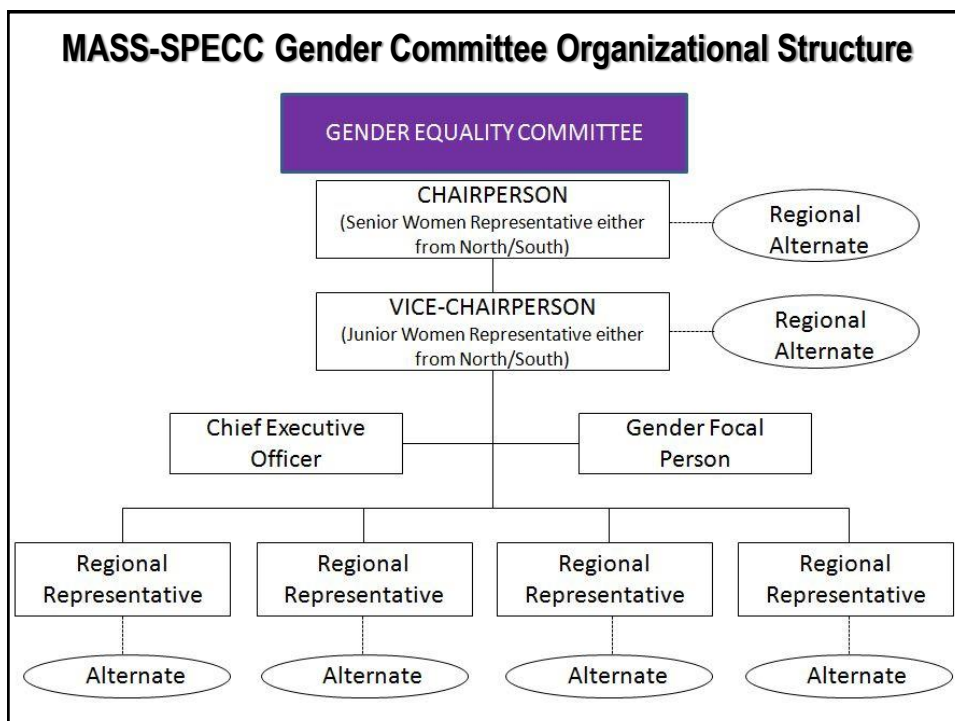
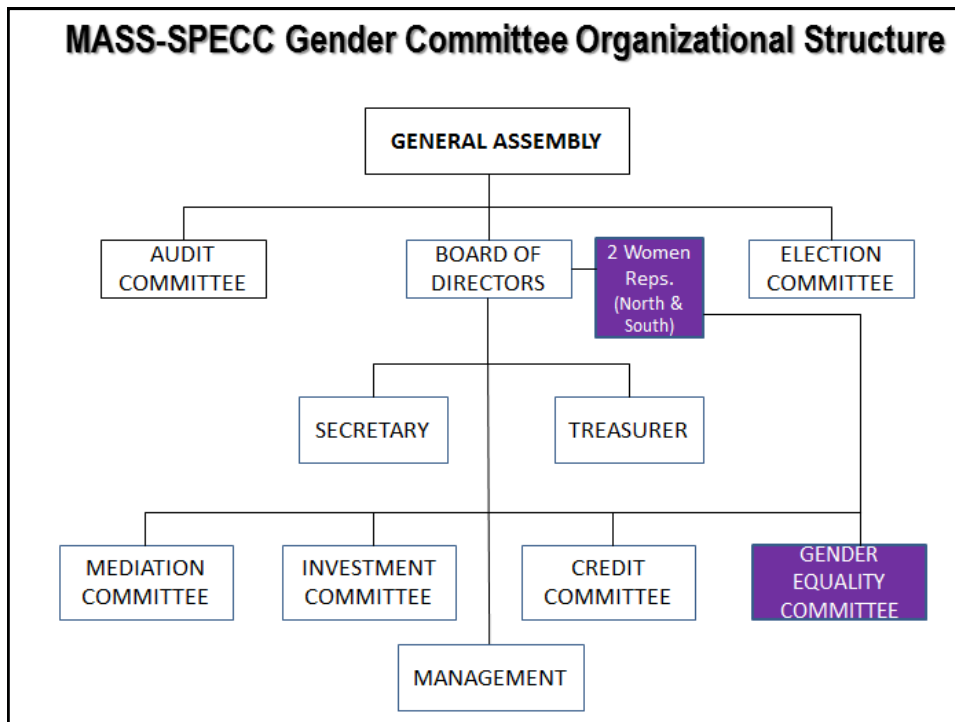




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## GENDER MAINSTREAMING IN THE FEDERATION

- ◉ Institutionalized anti-sexual harassment and other gender-related policies in the Human Resource (HR) Manual
- ◉ Gender Orientation and seminars for the Board of Directors and Management Staff



But just like any other journey, MASS-SPECC met a lot of challenges in its GAD initiatives.

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But in 2013, MASS-SPECC partnered with Asian Women in Co-operative Development Forum (AWCF) and other co-op gender advocates...

### NATIONAL STRATEGIC PLANNING WORKSHOP ON GENDER EQUALITY RESOURCE CENTER (GERC)

4-5 June 2013 - Bayview Park Hotel, Roxas Blvd., Manila



...participated in various capacity-building activities...





## ...and benchmarking visits to co-op gender advocates



**MASS-SPECC  
became one  
of the  
Gender  
Equality  
Resource  
Centers  
(GERC)**

Since then, MASS-SPECC strengthened its gender mainstreaming by:

- \* Conducting regional gender orientation and assessment*
- \* Establishing the database of member co-ops (integrated w/ gender indicators)*
- \* Gender-sensitivity training (GST) and Training of trainers (TOT) conducts, through coming up with a standard gender mainstreaming manual for co-ops*
- \* To accredit pool of regional gender trainers.*

## Training of Trainers on Gender



**Gender-Sensitivity Training (GST) and Training of Trainers (TOT) on Gender in Co-ops**

November 25-28, 2014

Mindanao Cooperative Hostel

26 participants (22 Females and 4 Males) from 15 co-ops



## REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



### CARAGA REGION

October 9, 2015

Surigao City

49 participants (18 Females and 31 Males) from 25 co-ops

## REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



### REGION 9

October 12, 2015

Lanao del Norte

68 participants (34 Females and 31 Males) from 28 co-ops

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### REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



**REGION 10**  
October 16, 2015  
Cagayan de Oro City

65 participants (33 Females and 32 Males) from 36 co-ops

### REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



**REGION 11**  
November 5, 2015  
Tagum City

## REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



### ZAMBASULTA REGION

November 14, 2015

Zamboanga City

19 participants (9 Females and 10 Males) from 13 co-ops

## REGIONAL GENDER ORIENTATIONS AND ASSESSMENT (DURING OWNERSHIP MEETINGS)



### REGION 12

November 22, 2015

General Santos City



## Onsite GST conduct for Co-ops



## DESIGN WORKSHOP FOR THE GENDER MAINSTREAMING MANUAL (2016)



Gender indicators (for co-operative standards) are also part of the Capacity Assessment Tool under the MASS-SPECC Capacity Building Program for Co-operatives.

Applied mentoring and coaching approach to the member co-ops.



The image shows two logos stacked vertically on a white background. The top logo is for the Gender Equality Resource Center (GERC), featuring a circular design with a red female symbol and a blue male symbol, with the text 'GENDER EQUALITY RESOURCE CENTER' and 'In 2011' below it. The bottom logo is for MASS-SPECC Cooperative Development Center, with the text 'MASS-SPECC' in a large, stylized font and 'COOPERATIVE DEVELOPMENT CENTER' in a smaller font below it.

# WHAT'S NEXT?



## WHAT'S NEXT?

- Accredit Pool of Regional Gender Trainers (GST as part of the training conducted by our Institute of Co-op Studies)
- Development of Gender Mainstreaming Manual and other tools

## WHAT'S NEXT?

- Continue Regional Gender Mainstreaming in Co-ops
- Continue and strengthen Gender Mainstreaming in the federation (*GST for the staff, review of policies and other training materials*)

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