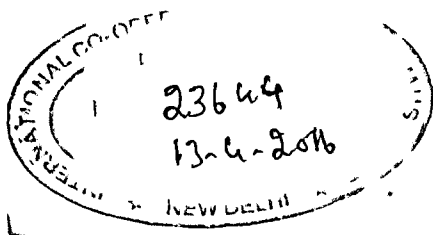


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ICA-AP Committee on Women

A NEWS BULLETIN OF THE ICA-ASIA & PACIFIC COMMITTEE ON WOMEN



Volume 7 No. 33

January-March-2013

For Private Circulation only

ICA-JCCU Training of Trainers Workshop



Co-operative members participating in group activity during training

From The Editor....

I am happy to present the first issue of 2013. The IYC-2012 theme formed the basis of Regional Women Forum last year. We have been able to send across information and news about the activities and initiatives on gender mainstreaming through this newsletter.

The year began with planning for future and JCCU organised a Training of Trainers program for gender mainstreaming where position of Japan at the World Gender Gap Index 2012 surprised the participants. The ICA president has issued her message on International Women's Day 2013 titled "The Gender Agenda : Gaining Momentum" and stressed upon having more women at key decision making places. With the Advanced Resource Guide soon to be ready, we look forward to having more skilled women and men co-operators to take forward the gender mainstreaming agenda. Savitri Singh

The ICA-JCCU Training of Training Workshop (Pilot test of one topic of draft Resource Guide) was held on 14th February 2013 in Tokyo, Japan.

The workshop was held for 2 hours including consecutive interpretation and only one chapter; Chapter 2 "Co-operative Governance" was taken up for testing.

Number of Participants were about 80 persons out of which 67 participants were from member co-operatives of JCCU, 1 participant from Cabinet Office of the Government and 12 participants from Japanese Consumer Co-operatives Union (JCCU).

There were three resource persons, two from Philippines and one from ICA-AP, New Delhi.

Ms. Rie Saikawa, Organizing Committee & Board Member of Nagano Prefectural Consumer Co-operative Federation delivered opening address and Ms. Akiko Kawamoto Organizing Committee & Board Member of Saitama Co-op gave welcome address.

After the opening and welcome, Ms. Hitomi Tanaka, Chair of Organizing Committee & Board Member of JCCU/Saitama Co-op and also the Chairperson of the ICA-AP Committee on Women, introduced ICA-AP Committee on Women to participants. She talked about origin of the committee, membership and activities etc.



Delegates singing the co-operative song

Ms Savitri Singh, Advisor-Gender Program and Communication of ICA-AP and Secretary of ICA-AP Committee on Women made a presentation on introduction of Advanced Resource Guide for Training of Trainers (TOT). The ICA-AP Leadership Training Manual for Women Leaders of Co-operatives was developed in 2002 and has been in use for a long time for training purpose. TOT has been conducted in several countries using this manual and hundreds of co-operators have been trained. Several countries have translated the manual in local language as well. However, the manual needs to be upgraded in accordance with latest development taking place in the world and in the co-operatives due to globalisation, open market and economic recessions. The co-operative leaders want to know/learn more as their requirements have changed. The focus is more now on business development and economic independence.

Therefore, the writing of a Resource Guide for Advanced Training of Co-operatives on Entrepreneurship Development of Women and Gender Equality has been commissioned to supplement the existing manual.

The lunch was arranged in a traditional Japanese style and Japanese cuisine was served in traditional lunch boxes. The participants mingled and interacted with each other during the meal and exchanged information.

Ms. Mari Asano, Standing Board Member of Pal System Saitama was the MC of the exchange program and she made the program very interesting by introducing a game of "Quiz".

One of the quizzes was about the position of Japan in the Global Gender Gap Index of 2012. Japan's position is 101st out of 135 countries. This news created quite a stir in the room and participants expressed concern.



Group of JCCU leaders with international delegates

Technical session followed after lunch and exchange program. The speakers presented following success cases in the session:

Introduction of Women initiative of Japanese Co-operative

1. Smile Café Project presented by Ms. Yukari Okumoto, Board Member of Chiba Co-op.
2. Case Study in Co-op Kanagawa presented jointly by Ms. Masako Masuda, Board Member of Kanagawa Co-op and Ms. Akemi Kawahira, a Trainer of Members Activities.

A brief TOT workshop was held after the success story presentation. Ms. Salome Ganibe, Executive Director of AWCf and writer of the Resource Guide gave training on the topic "Co-operative Governance". She explained co-operative governance through:

1. Gender Equality and Women Empowerment
2. Capacity Building
3. Gender Representation in Leadership and Decision-making positions
4. Accountability and Monitoring

5. Human and Financial Resources

The workshop concluded after the training.

Mr. Yoshiya Niwano, Organizing Committee, Board Member of JCCU and Chairman of Touto Consumer Co-op delivered closing address. He expressed his thanks to ICA-AP, NATCCO and AWCf representatives for their valuable contribution to the workshop. He said that "Japan lacks gender equality and falls low in the Gender Gap Index which is a matter of concern for us". He further talked about the workshop and mentioned that the participants got opportunity to meet and came closer to women in Asia i. e. Philippines and India through this workshop and especially during lunch time interaction. It is very important to think about gender issues and overcome the huge gap. He thanked all for attending and making the workshop interesting.



Ms. Hitomi Tanaka chairing the meeting

Meeting of the Office Bearers of ICA-AP Committee on Women was held on 13 February-2013 at Consumer Co-operative of Saitama City in Japan. The meeting was held to discuss the operational matters and planning for the implementation of activities of the Women's Committee in 2013 and beyond.

Ms. Hitomi Tanaka, Chairperson, Ms. Divina Cabunoc Quemi, Vice Chairperson and Ms. Savitri Singh, Secretary of the Women Committee were present. Ms. Satoko Horiuchi, Interpreter for Ms. Tanaka and Mr. Haruyoshi Amano, Manager of International Dept. JCCU attended the meeting as observers.

Ms. Tanaka extended warm welcome to the participants. With the opening remarks she gave a brief description of the activities to be followed after the meeting of the Office Bearers. She further said that the advance Resource Guide will be completed soon and after that pilot testing is important, therefore a brief pilot testing will be done tomorrow on 14th February during the TOT workshop for the Japanese Co-operative Members in Tokyo. She placed on record her appreciation to the office bearers and members of the Women Committee for their cooperation and active participation and specially to Ms. Savitri Singh for her initiative to achieve gender equality.

Ms. Divina Cabunoc Quemi, Vice Chairperson said that she is very happy and impressed with Ms. Tanaka's work with women in Japan and would like to replicate the same in NATCCO Co-operative Network. She extended invitation to

the office bearers and others present to visit her co-operative in Philippines. The following agenda were taken up:

1. Confirmation of the Minutes of the last meeting
2. Action taken report covered the following:
 - Meeting of the Women Committee, 2012 was held in Kobe, Japan
 - Regional Women Forum-2012, was held in Kobe, Japan
 - Meeting on Review of the Manual, appointment of the writer/consultant and fee etc.
 - Workshop on Enhancing the Role of Women in Co-operative Business was held in Vientiane City in Lao PDR in December 2012.
 - TOT on "Management Capacity Building of Women for Gender Integration and Co-operative Development" could not be held as planned due to administrative reasons and the activity is carried forward for 2013.
 - Testing of the first draft of the Resource Guide could not be held in Malaysia as planned as the host organisation ANGKASA proposed to host the same in 2013.

3. Work Program for 2013

Following activities will be completed in the year 2013:

- Meeting of the Office Bearers of Women's Committee
- TOT on Management Capacity Building of Women for Gender Integration and Co-operative Development (2013)
- Workshop on Enhancing the Role of Women in Co-operative Business
- Completion of Advanced Resource Guide
- Testing of the Advanced Resource Guide (carry forward activity from last year 2012 as the guide was not ready and also the host organisation ANGKASA conveyed their willingness to host it in early 2013.
- Publication of newsletter and activity report

Next meeting will be held in the first quarter (Jan-March) of the year 2014. Time and place may be decided in consultation with the Chairperson.

The Child Care Centre in the Saitama Co-operative



International Women's Day – 8 March 2013

Message from Dame Pauline Green, President of the International Co-operative Alliance

“The Gender Agenda: Gaining Momentum!”



Over the last four decades, the position of women has made some progress, however, it is still too little and too long in coming. Let us encourage our daughters, and granddaughters. Let us insist that today's world demands equality for each individual whether man or woman.

Today the world faces unparalleled challenges. What we know today is that the traditional approaches to

governing society, managing businesses, financing public services, handling conflict and war are simply no longer relevant.

Having more women in key decision-making places in political, economic and social decision-making at all levels in society is the way to move away from the sort of decision-making that has served us so poorly in recent years.

Today we want a different approach - one that values each individual and the contribution they can make to building a better world.

We can no longer put up with a world where it is acceptable to shoot a girl child for wanting to go to school, or to

disregard the crime of rape against a woman who just happens to be in the wrong place at the wrong time. We thought the campaign for equality was about low pay, discrimination, humiliation or glass ceilings in the work place, or by hunger and poverty. But its more, all too often it is a classic case of oppression and repression. Building a better world is about allowing each person to flourish and fulfil their potential - nothing else will do.

We want to prioritise policies for people; one that values businesses that have people at the heart of economic decision making and not profit; one that believes that money is better spent on creating a fairer, more just legal and social environment rather than funding political despots or trading in conflict.

Co-operative businesses have done so much to help women onto the ladder of economic activity. With that comes community respect, political legitimacy and influence. So far it has come too slowly. It is time for us to show that our co-operative movement can be a movement for the economic, social and political emancipation of all women.

This is the real co-operative message of International Women's Day.

Dame Pauline Green President,

International Co-operative Alliance

IWD 8 March-2013 Source: <http://www.unwomen.org/how-we-work/csw/iwd2013/>

This year's theme for International Women's Day, celebrated annually on 8 March, is:

“A promise is a promise: Time for action to end violence against women”

About IWD

The United Nations began celebrating International Women's Day (IWD) on 8 March during International Women's Year 1975. Two years later, in December 1977, the General Assembly adopted a resolution proclaiming a United Nations Day for Women's Rights and International Peace to be observed on any day of the year by Member States, in accordance with their historical and national traditions.

International Women's Day first emerged from the activities of labour movements at the turn of the twentieth century in North America and across Europe. Since those early years, International Women's Day has assumed a new global dimension for women in developed and developing countries alike. The growing international women's movement, which has been strengthened by four global United Nations women's conferences, has helped make the commemoration a rallying point to build support for women's rights and participation in the political and economic arenas.

Increasingly, International Women's Day is a time to reflect on progress made, to call for change and to celebrate acts of courage and determination by ordinary women who have played an extraordinary role in the history of their countries and communities.

Upcoming Events

- *Pilot Testing of the Resource Guide for Advance Training of Co-operatives on Entrepreneurship Development of Women and Gender Equality to be held on 27th April-1st May, 2013 in Pune India.*
- *Workshop on Enhancing the Role of Women in Co-operative Business will be held on 4-6th June, 2013 in Mongolia.*

Published by : ICA-AP, 9 Aradhana Enclave, R.K. Puram, Sector 13, New Delhi - 110066.

Edited by : Ms. Savitri Singh, Advisor - Gender Program and communication.

Contact : savitrisingh@icaroap.coop Tel: 6888250, Extn. 109 Fax: 26888067



ICA-AP Committee on Women

A NEWS BULLETIN OF THE ICA-ASIA & PACIFIC COMMITTEE ON WOMEN



Volume 7 No. 34

April-June-2013

For Private Circulation only

Enhancing the Role of Women in Co-operative Business



Dr. CHOI with co-operative members at award ceremony for "Best Co-operative"

From The Editor....

Mongolia is placed at 44th position in the Global Gender Gap Report-2012 which is much higher than most of the other developed and developing countries in Asia. The first ICA-AP Regional workshop for gender mainstreaming was held in the country. The show was run by all women, right from CEO of the MNCA to the 5 members of Parliament invited and the Chairperson of the Agriculture Co-operative, we visited. Women have larger participation in the economy and enjoy equal rights in all spheres of life which reflected in their participation in co-operatives as well. A Nation's law and policy on gender has direct bearing on the women's participation in all walks of life as equal partner. As we continue with our efforts to achieve gender equality, first draft of the Resource Guide was tested in a training held in Pune, India and we hope that more such trainings and workshops will help creating awareness and influencing the stakeholders.

Savitri Singh

In our endeavour to reach out to all the members and provide services, the first ICA program was held in the country, ever since the Mongolian Co-operatives became member.

ICA-AP Regional Workshop on "Enhancing the Role of Women in Co-operative Business" for women and men cooperative leaders of our region was held from 4-6 June, 2013 in Mongolia in collaboration with Mongolian Co-operative Alliance (MNCA).

The three days programme consisted of one day workshop followed by 2 days study visits to few successful cooperative businesses/women groups in the country. The consultations during the workshop focused upon cooperative endeavour to promote women's interests for gender mainstreaming in cooperatives.

The program objectives were to:

- Provide a platform to co-operators of different countries for networking and experience sharing which may lead to mutual business opportunity.



Participants with members of Parliament and Chairman of MNCA, Mr. Enkhbold N

- To have an exposure of gender focused best co-operative practices in Mongolia.
- The co-operative members of Mongolia will be having an opportunity to interact with foreign co-operators to learn from each others' experience.

Twelve cooperative leaders / managers from ICA member co-operatives from six countries namely China, India, Indonesia, Philippines and Nepal including twenty one from the host country Mongolia attended the program.

Mr. Enkhbold N Chairman of the MNCA and Member of Parliament, Ms. Gantsetseg B, State Secretary, Ministry of Labour, Ms. Bat-Amgalan B, Head of SME Development Department, Ministry of Labour and a group of Members of Parliament attended the opening and delivered opening and special address respectively.

Dr. Chan Ho CHOI, Regional Director addressed the

participants and Advisor-Gender Programme & Communication of ICA-AP also participated and delivered address at the opening ceremony.

The MNCA presented status paper and discussed certain cooperative stories. The foreign participants also made presentation to share information, coop stories followed by question -answers and discussion. Next day a study tour to an agriculture cooperative took place.

The Bornuur bor tolgoi co-operative was established in 2012 with ten members and now it has total 396 members out of which 190 are women and 150 men. The business of most of the members are herding (80%) and live stock. The cooperative is helping members in developing their business by providing soft credit, skill development training and also making available fodder and other utility items during winter.



Dr. CHOI in discussion with participants

Resource Guide for Advanced Training of Co-operatives



A training session in progress

The Pilot testing of the ICA-AP “Resource Guide for Advanced Training of Cooperatives on Entrepreneurship Development of Women and Gender Equality” was held from 27 April to 1st May 2013 at Vakunth Mehta National Institute for Cooperative Management in Pune, India hosted by the National Co-operative Union of India.

Women empowerment and gender mainstreaming in cooperatives is one of the priority areas of ICA and we are very much concerned about low and negligible participation of women at all levels of cooperatives in the region. Therefore, Training of Trainers program was being organized based on “Leadership Training Manual for Women Leaders of Co-operatives” jointly produced by ICA-AP and ILO-COOPNET.

In the present manual, there is only one module which talks about cooperative enterprise management and is not sufficient for meeting the requirement of the present day coop members who face more technical challenges in day to day operations of a cooperative business. The focus is gradually shifting towards competence than the gender, the glass ceilings exists though.

Therefore, ICA-AP has commissioned developing of a resource guide which is aimed at taking care of the requirement of the co-operators. First draft of the Resource Guide has been ready to be tested in a training class of cooperative trainers.

The pilot testing of the draft resource guide was held with the trainers and resource persons of the cooperative movement of India and hoped to generate valuable response which will enrich the document further and will be use full for the co-operators in the region. The consultant documented the responses on and gaps in the recourse guide and will revise the document with the inputs received during the testing.

Objectives of the program were to test the content and format of the resource guide and to get feedback from Trainers on the content for improvement.

Following topics were covered during the programme:

- Rationale and Orientation on Training Programme
- Statement on Cooperative Identity (SCI) vis-a-vis market economy
- Cooperative: A business with a difference

- Cooperatives’ Roles in Global Market Economy
- Cooperative Governance through Gender Equality
- Exchanging experiences on the importance of GE in co-op governance
- What is Gender Equality?
- GE and the Cooperative Identity
- How to mainstream Gender in the cooperative? Case stories from countries like Japan, Philippines, Thailand and Malaysia
- Personal reflections on Gender and how it is importance in cooperative governance
- Evaluation of the Resource Guide with the Trainers
Visit cooperatives with gender program and good cooperative governance

The methodology of the programme involved presentation of status paper on “Situation of co-operative movement and women’s participation in India” by National Co-operative Union of India and discussion on various aspects



A group photo with Dr. Dinesh, CEO of NCUI

facilitated by resource persons. The conclusion of discussions held will help creating a road map followed by education and training on various skills crucial for quality participation of women and men in cooperative business and management. Besides, social and developmental issues like awareness on climate change and economic recession impacting co-operatives and members were also addressed during the course. However, main focus was on developing skills on cooperative business development.

25 cooperative leaders, managers, cooperative trainers and Education Committee members attended the program.

Dr. Dinesh, C E O of NCUI, Ms. Savitri Singh, ICA-AP and Ms. Salome Ganibe, Consultant of ICA-AP addressed the opening ceremony and Mr. Suhas Tidke, Chairman of Maharashtra State Co-operative Union has delivered opening address. On behalf of ICA-AP, Mrs. Savitri Singh delivered address in which she talked about ICA strategy for women empowerment and gender mainstreaming in co-operatives and appreciated support and co-operation of NCUI in organising the program.

She was the coordinator of the programme and was responsible for course design, inviting speakers and providing other technical input.

She also contributed as resource person and conducted sessions. She took up first introductory session and began with a small exercise for "Ice Breaking", introduced the program and explained Goals and Objectives and asked the participants their expectations from the program. The sessions she conducted were i. What is Gender Equality (GE)?, ii. GE and the Co-operative Identity and iii. How to mainstream Gender in the co-operatives?.

Ms. Salome Ganibe began with Rationale and Orientation on Training Programme and explained Statement on

Co-op Story

Kolhapur District Central Co-operative bank: Ensuring Gender Equality through Women Development

The Bank initiated project for empowerment of women through entrepreneurship development. The plan to provide finance to women for business through Self Help Groups (SHG) is in operation since year 2000. The main objective of targeting women through organizing them into SHG is to identify appropriate economic activities for them. A separate women development cell has been established in the bank for financing these groups in the year 2001 with the support of National Bank for Agriculture and Rural Development (NABARD). The total officials working in the cell are six and all are women.

Keeping in view socio-economical situation of the women, the bank helps them in identifying their strength and potential. The bank provides loan to them according to their need through the Self Help Groups.

Bank is also working for development of communities at block levels through the Women Self Help Groups and providing them support for housing, health, retail, food, utilities and agriculture.

In order to strengthen the activities, bank also provides training to these women by arranging capacity development programs with the support of NABARD.

Bank is implementing women development programs and advocacy for Gender Equality with the support and

Cooperative Identity (SCI) vis-a-vis market economy. She covered all the three chapters of the Resource Guide and discussed with participants about their opinion and collected feedback.

Dr. Dinesh also contributed significantly on cooperative management issues and an expert on financial management of the VAMNICOM explained about financial management of cooperatives. The participants also shared their best practices.

The NCUI hosted and participated in the programme, provided venue and logistics for training, lodging and boarding for the participants including study visits to cooperatives in a nearby town.



Women SHG members selling food items

collaboration of NABARD, Zilla Parishad, Mahila Arthik Vikas Mahamandal and other NGOs.

Bank has formed 29695 women Self Help Groups and 21594 groups are linked for credit. Approximately 4,29,887 women members are associated with these groups and has disbursed INR 29.27 crore to the Groups so far. These 'women only' groups are engaged in small business such as dairy, textile, shoe making and food items etc.

Join ICA-AP Committee on Women

As per constitution of the ICA-AP Committee on Women, each member organisation of ICA from the Region can nominate two members to the committee. Please send nominations to the committee and support ICA in its

endeavour to empower women for Gender mainstreaming in the cooperatives in the region. Nominations can be sent to savitrisingh@icaroop.coop.

Published by : ICA-AP, 9 Aradhana Enclave, R.K. Puram, Sector 13, New Delhi - 110066.

Edited by : Ms. Savitri Singh, Advisor - Gender Program and communication.

Contact : savitrisingh@icaroop.coop Tel: 6888250, Extn. 109 Fax: 26888067



ICA-AP Committee on Women

A NEWS BULLETIN OF THE ICA-ASIA & PACIFIC COMMITTEE ON WOMEN



Volume 7 No. 35

July-September 2013

For Private Circulation only

Farewell message from Ms. Hitomi Tanaka



Ms. Hitomi Tanaka addressing the ICA Regional Women's Forum at Hanoi in December 2008.



Ms. Hitomi Tanaka addressing the Women Workshop in Tokyo in February 2013.

Ms. Hitomi Tanaka retires from the ICA-AP Committee on Women after a successful stint with the committee from

2008 to 2013. She wrote a letter to the Committee which is re-produced here.

July 19th 2013

Dear RWC Friends,

At the Annual General Assembly of JCCU held on June 14th, my retirement as board member was formally announced. My successor is Ms. Masako Shinbo, who is one of the board members of JCCU.

Working with Regional Women Committee for past six years has given me a great deal of experience as well as pleasure. I have thoroughly enjoyed being able to work with wonderful ladies and having exceptional opportunities to learn your practices.

I would like to take this opportunity to thank you for your support during I was chair. After my retirement, I will engage in community-related job, especially in the field of gender and consumer rights.

Ms. Divina and Ms. Savitri, I leave everything in your hands. I'm sure that you will find Ms. Shinbo active in her new responsibility. I would be most grateful if you would extend the same cooperation you accorded me to her when she joins the committee.

I look forward to seeing you again sometime in the future. In the meantime, please accept my best wishes for continued success in your endeavors.

Co-operatively Yours,
Hitomi Tanaka

From the Editor

Ms. Hitomi Tanaka is one of the very active co-operators in Japan and especially in JCCU who has been working passionately for the empowerment of women in consumer cooperatives in Japan. During her tenure as Chairperson of the "ICA-AP Committee on Women" from December 2008-June 2013, she took keen interest in the activities of the committee and participated in programs. She is competent, passionate and hard working. She organised a memorable program for the participant of Women Forum-2012 in Kobe and we cannot forget her hospitality extended to us. We wish Ms. Tanaka a very happy and fruitful life ahead.

– Savitri Singh

CSW57: Stop Violence against Women

The fifty-seventh session of the Commission on the Status of Women took place at United Nations Headquarters in New York from 4 to 15 March 2013 with the “Elimination and prevention of all forms of violence against women and girls” as its priority theme. It focused on two key areas: prevention of violence and the provision of support.

The Commission urges governments, at all levels, and as appropriate, with the relevant entities of the United Nations system, international and regional organizations, within their respective mandates and bearing in mind national priorities, and invites national human rights institutions where they exist, civil society, including non-governmental organizations, the private sector, employer organizations, trade unions, media and other relevant actors, as applicable,

to take the following actions:

- Strengthening implementation of legal and policy frameworks and accountability
- Addressing structural and underlying causes and risk factors so as to prevent violence against women and girls.
- Strengthening multi-sectoral services, programmes and responses to violence against women and girls
- Improving the evidence-base

For complete document, please visit:

[http://www.un.org/womenwatch/daw/csw/csw57/CSW57_Agreed_Conclusions_\(CSW_report_excerpt\).pdf](http://www.un.org/womenwatch/daw/csw/csw57/CSW57_Agreed_Conclusions_(CSW_report_excerpt).pdf)

Rural Women

Key contributors to global economies, rural women play a critical role in both developed and developing nations — they enhance agricultural and rural development, improve food security and can help reduce poverty levels in their communities. In some parts of the world, women represent 70 percent of the agricultural workforce, comprising 43 percent of agricultural workers worldwide.

Estimates reveal that if women had the same access to productive resources as men, they could increase yields on their farms by 20-30 percent, lifting 100-150 million out of hunger. (Photo: UN Women/David Snyder)

Gender inequality and limited access to credit, healthcare and education, however, have posed a number of challenges for rural women. Further, the global food and economic crisis and climate change have only aggravated the situation. It is estimated, for instance, that 60 percent of chronically hungry people are women and girls. Yet, the Food and Agriculture Organization estimates reveal that productivity gains from ensuring equal access to fertilizers, seeds and tools for women could reduce the number of hungry people by between 100 million and 150 million.

Recognizing the critical role and contribution of rural women, the UN General Assembly adopted resolution 62/136 on 18 December 2007, through which the International Day of Rural Women was established. Marked annually on 15 October, the International Day of Rural Women is intentionally celebrated on the eve of World Food Day to highlight rural women's role in food production and food security. Both of these days precede the International Day for the Eradication of Poverty on 17 October.

In accordance with its multi-year programme of work for 2010-2014, the priority theme of the Commission on the Status of Women (CSW) during its fifty-sixth session in 2012 is “the empowerment of rural women and their role in poverty and hunger eradication, development and current challenges. In order to contribute to a fuller understanding of the issue and to assist the Commission in its deliberations, UN Women, in collaboration with the Food and Agriculture



Organization (FAO), the International Fund for Agricultural Development (IFAD) and the World Food Programme (WFP), convened an Expert Group Meeting in Accra, Ghana, from 20-23 September, to explore a wide range of strategies that could enhance the economic empowerment of rural women

See more at: <http://www.unwomen.org/en/news/in-focus/rural-women#sthash.6ReXVcFv.dpuf>

Join ICA-AP Committee on Women

Please nominate members to ICA-AP Committee on Women. There is no fee for joining the Committee. Each ICA member from Asia-Pacific Region can nominate two members to the Committee.

Initiatives: Gender and Development Program of NATCCO

In our endeavor to present success stories, the NATCCO case is taken up for this issue. The following paper was presented by Ms. Divina, Vice Chairperson of the ICA-AP Committee on Women from Philippines in a ICA-AP Regional Workshop for gender mainstreaming-2013;

- Equal opportunities for all
- An environment where both men and women can realise their full potential

This is NATCCO Gender and Development (GAD) Program in a nutshell.

GAD started in the 1990s as a component of Canadian – assisted Phil. Coop Development Assistance Program (PCODAP). Then, the primary aim was to increase women participation in the NATCCO leadership.

In 1990s, the NATCCO, together with other Asian Cooperative Organisations, organised the Asian Women in Coop Development Forum (AWCF) and continuing capability-building activities for gender advocates provided to develop skills on communication, enterprises, information technology and transformative leadership;

During this period, Gender Sensitisation Training Manual was developed by NATCCO.

In the year 2000, the General Assembly approved gender related resolutions and allocation of at least 5% from the Cooperative Educational Trust Fund (CETF) in the primary, secondary and NATCCO levels for Gender and Development AD was approved.

During this period NATCCO byelaws were amended to provide one seat in NATCCO BOD for a woman representative, who is to be elected at large;

During 2004 following development took place:

- The first BOD chairperson was elected
- NATCCO byelaws amended to recognise one woman representative chosen by Women's Congress to occupy one seat in the BOD
- Women's leadership participation rate increased to around 42% a far increase from 33% of the BOD of coops surveyed in 1991
- Partnerships with various organisations – AWCF, International Cooperative Alliance – Asia Pacific, National Commission on Women, Women and Development Network, Canadian Cooperative Association established.

In 2009-NATCCO hosted the ICA AP Women's Workshop on enhancing the role of women in cooperative business with delegates from 6 Asian countries also ;

- NATCCO and member coops participated in AWCF SCC design of gender sensitivity book for coops
- Gender Sensitivity Trainings conducted for NCR coops, Barbaza Multi-purpose Coop
- Seminar on Gender Fairness in the Workplace for NCR coops
- Continuous sending of women coop leaders, male gender



Training for capacity building

advocates and members of the NATCCO Women's Committee to capability building activities;

- CCA Women Mentoring Program ;
- ICAAP Training Coop Women;
- ACCU Training of Trainers for Coop Women in Decision Making
- Asia Pacific NGO Forum on Beijing + 15
- Conceptualised/coordinated conduct of Dinner for a cause fund raising project for newly organised coop organised by former overseas performing artists (OPAs) in Japan; proceeds used as educational assistance to Japino children (with DAWN)

In 2010, DID-Proxfin-NATCCO Research Project on Gender Equity and Social Performance (GE-SP) launched. DID Proxfin worked with NATCCO and 4 primary cooperatives – Sta Cruz

Development Coop(SACDECO, Tubao Credit Coop., St Martin of Tours MPC, MICOO – Mindoro Occ. to come up with Social Audit Tool specifying indicators that would gauge social performance AND gender equity of coops and to identify strategies to integrate social performance management (SPM) in NATCCO and the coops. Gender Sensitivity trainings done in 3 cooperatives (Northern Samar Development Workers Community Coop, San Dionisio Credit Coop, and MICOOP (Northern Luzon and C. Luzon Clusters). Gender Fairness in the Work Place Seminar held in Cebu City with 7 coops. NATCCO Gender Congress was held in April 2010 attended by 53 participants from different cooperatives. The main topic of discussion was “Gender and Climate Change”.

Following Project Proposals have been developed and sent to potential funders:

1. Eco-friendly technology and family healthcare project in Northern Samar.
2. Social performance start up project in the NATCCO Network.

In addition, a Seminar on Anti Domestic Violence Against Women and their Children (with ASSIST) held in Cebu Visayas, Gender Sensitivity Issues discussed with NATCCO BOD (Difference between Gender and Sex, gender issues, factors affecting gender inequality). The New Cooperative Code of the Philippines (R.A.9520) requires all coops to undergo social audit. In 2012, NATCCO submitted proposal to MFC-Poland on Social Performance Management Start-Up Project for Networks was approved.

The Gender Congress was held in May 2012 with the theme “Putting the SOCIAL in Performance”.

- Highlighted the uniqueness of coops from other financial providers and featured the best practices of ff. Coops on social performance: Paglaum MPC.
- Following Resolutions were passed which were also approved by the General Assembly:
 - 1) Formation of the Social Performance–GE Committee in NATCCO and its member coop; and
 - 2) Allotment of funds for its activities.

Globally, financial providers are converging and promoting the observance of Universal Standards on Social Performance (USSP) and encouraging transparency by posting social performance of financial providers on the internet.

NATCCO promotes USSP in the Philippines cooperatives. Among the social indicators we are pushing is the inclusion of gender equity in the USSP and in the social audit tool being developed by Cooperative Development Authority.

Elected as new women’s representative to the Board is Miss Divine Quemi, from Nueva Segovia Consortium of Cooperatives (NSCC). She was also elected as Vice Chair of the ICA-Asia Pacific Women’s Committee in November 2013. Ms Quemi reported that the ICA-AP Women’s Committee will push for entrepreneurship development of women in Asia.

Activities for Empowering Women:

- Provides livelihood/income generating activities from capital to marketing since 1992
- Provides free seminar on women’s legal rights
- Provides free seminar on women’s health
- Provides free consultation check-up and pap smear sessions

NSCC Promotes Gender Equality to other Cooperatives by:

- Integration of Gender Equality in all training program
- Assisting other coops to create Gender program in their respective coops

NSCC Promotes Gender Equality to the Farmers through:

- Integration of Gender Equality in the farmer Entrepreneurship Program (FEP)

NSCC Promotes Gender Equality to the Children/Minors through:

- Integration of Gender Equality in the Aflatoun Child Social and Financial Education

NSCC has achieved the following goals:

- Creation of Gender Committee
- Allocation of 30% representation of women to the board
- Regional Cooperative Gender Summit held on October 17-18, 2011
- Integration of Gender Equality in the Pre Membership and Business Dialogue with members
- Creation of Gender Pool of trainers
- Creation of Gender Equality Manual
- Conduct of Gender Congress every 2 years
- Creation of Gender Equity Plan with budget.

Upcoming Events:

1. ICA-AP Training of Trainers Programme on “**Management Capacity Building of Women for Cooperative Development**” on **14-18, October 2013** in Tehran, Iran.
2. ICA Gender Equality Committee (GEC) Events November 2013 at Cape Town invitation by Ms. María Eugenia Pérez Zea, President ICA- Gender Equality



ICA-AP Committee on Women

A NEWS BULLETIN OF THE ICA-ASIA & PACIFIC COMMITTEE ON WOMEN



Volume 7 No. 36

October-December 2013

For Private Circulation only

Management Capacity Building of Women for Co-operative Development



Participants with Dr. G. Hossein Hosseininia and Dr. Chan Ho-CHOI

From the Editor

During this quarter, we reached out to our Iranian members through ICC. Women in Iran cooperatives are very enterprising and eager to develop B to B relationship with counter parts in other countries. The usual concerns are credit and market. The cooperatives are generally of small size with 7 or more members and employing workers for manufacturing/weaving etc., thus generating employment. In order to achieve financial sustainability and creating a market, they need to expand member base for increased share capital and number of service users along with linkage to thrift and credit cooperatives/banks for easy access to credit.

– Savitri Singh

"I would like to recall the UN Resolution adopted by the General Assembly in February 2010. It noted that "recognizing that cooperatives, in their various forms, promote the fullest possible participation in the economic and social development of all people, including women, youth, older persons, persons with disabilities and indigenous people, are becoming a major factor of economic and social development and contribute to the eradication of poverty..." said Dr. CHOI, Regional Director in his opening speech of the ICA-AP/ICC Training Program on 'Management Capacity Building of Women for Co-operative Development' held on 14-18 October 2013 in Tehran, Iran, hosted by the Iranian Central Chamber of Co-operatives (ICC).

During this 5 days training program for women trainers, conducted by Mrs. Savitri Singh, 2 participants from ANGKASA-Malaysia and 32 women cooperative leaders from various provinces of Iran participated intensely.

Dr. G. Hossein Hosseininia, Deputy Minister of the Ministry of Cooperatives, Labor and Social Welfare, Mr. Dariush Pakbin, Secretary General of ICC and Mr. Zakaria Motevalli, Deputy Secretary General of ICC also addressed the opening and expressed their views. The Deputy Minister thanked ICA for conducting the program for cooperative members of Iran and talked about schemes and programs run by the ministry for cooperative development and inclusion of women. Mr. Pakbin welcomed ICA delegation and participants and talked about the importance of women



A training session in progress

empowerment through cooperatives in Iran and gave an account of ICC initiatives. Ms. Savitri Singh also welcomed the participants and delegates and gave briefing of the program in her introductory address.

Ms. Simel Esim, Chief of the ILO Cooperative Branch couldn't join the program due to some last minute urgent business in ILO, but provided her speech for the inauguration. Her speech was read by Mr. Babak wherein she mentioned that, "We welcome ICA efforts in promoting gender equality in cooperatives going back to a resolution and strategy on gender equality adopted in 1995. The ILO and the ICA worked together in developing training materials then, which have recently been updated by the ICA's Asia Pacific region through its Regional Women's Committee."

The session on the topic 'Situation of Women and UNDP Programme for Gender Mainstreaming in Iran' was conducted by Mr. Ali Farzin, Programme Specialist, Inclusive Growth and Development Cluster, UNDP, Iran.

As resource speaker, Mr. Ali Farzin talked to the women participants about UNDP programs and initiatives. He also invited one of the women entrepreneurs' promoted by UNDP Program to talk about setting up of Bee keeping business which was appreciated by the participants. The participants found information by Mr. Ali very useful and were keen on keeping in touch with him in future for guidance.

The Status Paper from ICC, Iran was presented by the Chairperson of the ICC Women Committee. The training

started with introduction, expectation check and group formation by Mrs. Savitri Singh and she also conducted sessions on:

- i. ICA Gender initiative and Leadership Development of Women in Co-operatives – The Global Perspective
- ii. Various Aspects of Management of a Co-operative business
- iii. Understanding Gender
- iv. Introduction of the "Resource Guide for Advanced Training of Co-operatives on Entrepreneurship Development of Women and Gender Equality".

The participant from ANGKASA, Malaysia introduced the organization and made presentation on various cooperatives in the country which generated lot of interest among the participants resulting into many questions to the presenter.

An 'Experience Sharing Session' was exclusively conducted



A coop store and carpet weaving centre in Tehran

for the Iranian Co-op Entrepreneur participants who came from about 30 provinces of Iran and got opportunity to meet each other. The session came out to be very useful as it provided lot of information sharing and networking opportunities. There were some interesting sectors of coops represented by the participants such as horse breeding coop, coop in building and monument preservation business etc. The training completed with study visit to a Agriculture cooperative in the neighbouring city where participants got opportunity to interact with the office bearers along with visiting farm equipment museum and testing of delicious farm products.

Promotion of Gender Equality in Cooperatives

A GLOBAL OVERVIEW

(Presentation sent by Ms. Simel Esim, Head of Cooperatives Unit, ILO, Geneva to the TOT in Iran-2013)



GENDER EQUALITY IN THE WORLD OF WORK AND COOPERATIVES: STATE OF AFFAIRS

EQUALITY # SAMENESS

- Equality does not mean sameness
- Gender equality does not mean that women and men have to become the same, but

their responsibilities rights and opportunities will not depend on whether they are born male or female

- Gender equality means that different behaviour, aspirations and needs of women and men are considered, valued and favoured equally
- Gender equality is about social justice, social responsibility (concern for community, principle 7)

GENDER EQUALITY IN THE WORLD OF WORK

- Equality of opportunity and treatment in employment
- Equal remuneration for work of equal value
- Equal access to safe and healthy working environments and to social security
- Equality in association and collective bargaining
- Equality in obtaining a meaningful career development
- Balance between work and home life that is fair to both men and women
- Equal participation in decision making including in cooperatives (leadership)

GENDER EQUALITY IN COOPERATIVES

- Limited membership – Fewer women members in mixed cooperatives (agriculture)
- Horizontal segregation – Majority in sectors associated with traditional home making skills' (artisanal, marketing, education, health and care)
- Vertical segregation – not in leadership roles and responsibilities in mixed coops (lower levels)
- Small scale – women only coops stay small, disconnected from cooperative support institutions
- Power/Control –connections to power vs own skills benefits controlled by family, community
- Emerging – Saving and credit coops, care coops, domestic worker coops, tourism coops, cultural coops

CONSTRAINTS ON WOMEN

- Social barriers – perception of men as household heads and as breadwinners, women are caretakers, home makers
- Institutional barriers – non-gender responsiveness of existing cooperative leaders
- Gender division of labour at home and work – Care responsibilities, time allocations
- Legal barriers- Membership, bank accounts
- Access to control over, ownership and possession of physical assets – land, money, property

- Mobility constraints – permission from family, transport infrastructure
- Knowledge and Skills – managerial, financial, accounting

ACTIONS TO DATE: Two prong strategy

- Promote women membership in mixed and men only cooperatives
- Promote development of women only cooperatives
- Encourage more women to become members
- Support existing women members into leadership positions
 - Include women in cooperative leadership training
 - Create temporary quotas for women in boards
- Involve women in decisions even if not in decision positions
- Formulate gender responsive policies, plans and strategies
- Include gender equality on cooperative agendas
- Establish women committees and women networks
- Address gender equality issues (unpaid work, sharing care responsibilities, GBV in cooperative training and education)
- Establish women units in coops
- Women networks in coop unions, associations

PROMOTING DEVELOPMENT OF "WOMEN ONLY" COOPERATIVES

- Develop capacities of existing women only cooperatives (management, membership, growth and market access)
- Help establish women only cooperatives where establishing mixed cooperatives is not viable, women to women services
- Reach out to network with other cooperatives (women only, men only and mixed) for inputs of production and markets.
- Raise awareness on gender equality (unpaid work, sharing care responsibilities and GBV in coop training and education)
- Encourage activities in higher return skills beyond traditional home making skills
 - Cultural cooperatives
 - Tourism cooperatives
 - Professional cooperatives
 - Designer cooperatives

WAYS FORWARD

- Build alliances for gender equality – among women coops, between sector of coops
- Join forces with other natural allies women business associations, trade unions, researchers
- Advocate with governments and cooperative support organisations for better training and support services
- Engage with researchers for better data and statistics, and identification of research topics
- Develop campaign for improved legislation and policies
- Adopt gender equality strategies – national cooperative movements, large cooperatives

Participation of Women in Coops in Nepal

With the restoration of democracy in 1990 and promulgation of a new Cooperative Act in 1992, there has been resurgence in the cooperative movement in Nepal. This is evidenced by the fact that the number of registered cooperatives has grown to 26,501 (Statistics on Nepalese Cooperative Societies & Unions, Government of Nepal, Ministry of Agriculture & Cooperatives, Department of Cooperatives, 2012) as compared to 830 in 1990. With the increase in number, cooperatives have diversified their involvement in micro and medium level enterprises. Indeed cooperative sector is flourishing and has become one of the largest private sector business enterprises in Nepal.

Participation of women in different types of cooperatives is increasing significantly. The number of cooperatives established by women covers around 25% of total number of cooperatives in the country whereas the participation of women in the cooperatives is around 42%.

Statistics of Women Cooperatives

S.No.	Types of Coops	No. of Coops	% in Total Coops	No. of Women	% in Women Coops
1.	Agriculture Coops. (Farm)	5373	20.27	200793	10.37
2.	Dairy Cooperatives	1749	6.59	28303	1.46
3.	Veg. and Fruits	196	0.74	17717	0.91
4.	Tea Cooperatives	97	0.36	1347	0.069
5.	Coffee Cooperatives	80	0.30	1704	0.088
6.	Multi-purpose Cooperatives	4136	15.60	544565	28.14
7.	Herbal Cooperatives	144	0.54	1530	0.079
8.	Electricity Cooperatives	406	1.5	12005	0.62
9.	Health Cooperatives	85	0.32	4256	0.21
10.	Consumer Cooperatives	1416	5.34	40307	2.08
11.	Sugarcane Cooperatives	48	0.18	287	0.014
12.	Bee-Keeping Cooperatives	65	0.24	1546	0.079
13.	Information and Communication Coop.	102	0.38	3980	0.20
14.	Junar (Citrus Fruits)	31	0.11	304	0.015
15.	Savings and Credit Cooperatives	11851	44.71	1029424	53.21
16.	Others	722	2.72	46483	2.40
	Total	26501		1934551	

Source: Department of Cooperatives, GoN, 2012

The services provided by the women cooperatives have not only been benefiting the people who have been deprived of the formal financial services, but also contributing to income generation, establishing micro-enterprises and creating employment in rural areas. The effort for the development of women cooperatives is still scattered and ineffective and more integrated approach is required for the promotion and strengthening of the women cooperatives enterprises.

Membership in Cooperatives by Gender

Sl. No.	Types of Cooperatives	Total Membership	Male	Female	% of Woman in total cooperatives
1.	Agriculture Cooperatives (Farm)	412583	211790	200793	4.32
2.	Dairy Cooperatives	102808	74505	28303	0.60
3.	Veg. and Fruits Cooperatives	30996	13279	17717	0.38
4.	Tea Cooperatives	5215	3908	1347	0.028
5.	Coffee Cooperatives	4017	2313	1704	0.036
6.	Multi-purpose Cooperatives	1864033	1316382	544565	11.71
7.	Herbal Cooperatives	4719	3189	1530	0.032
8.	Electricity Cooperatives	60641	48636	12005	0.25
9.	Health Cooperatives	8908	4652	4256	0.091
10.	Consumers Cooperatives	71932	31625	40307	0.86
11.	Sugarcane Cooperatives	1266	979	287	0.006
12.	Bee Keeping Cooperatives	3760	2214	1546	0.033
13.	Information & communication Coop.	12569	8579	3980	0.085
14.	Junar (Citrus Fruits)	1004	700	304	0.006
15.	Saving and Credit Cooperative	1958922	929498	1029424	22.14
16.	Others	104136	57653	46483	1.000
	Total	4647549	2709902	1934551	

Source: Department of Cooperatives, GoN, 2012

Women face some major constraints such as:

- Poverty as a serious problem of individuals or households
- Lack of resources, abilities/opportunities,
- Traditional method of business,
- Excluded from exercising of economic, social, cultural and civil rights,
- Discrimination in access to the social benefits in the society,
- Lack of access to capital, raw material, technology, human power or skills etc.

Upcoming Events:

1. Meeting of the Women's Committee, November 2014
2. Regional Women Forum, November 2014

Published by : ICA-AP, 9 Aradhana Enclave, R.K. Puram, Sector 13, New Delhi-110066
 Edited by : Ms. Savitri Singh, Advisor, Gender Program and Communication.
 Contact : savitrisingh@icaroop.coop Tel. : 6888250 [Extn. 109] Fax: 26888067