

**SURVEY ON GENDER INTEGRATION  
AND  
WOMEN IN CO-OPERATIVE DEVELOPMENT**



**Regional Office for Asia and the Pacific  
'Bonow House', 43 Friends Colony (East)  
New Delhi 110 065, India.**

**ICA Library  
334:396  
ICA-S  
ICA 02371**

**SURVEY ON GENDER INTEGRATION  
WITH SPECIAL REFERENCE TO  
WOMEN IN CO-OPERATIVE DEVELOPMENT**

**Objectives**

*A) General*

- \* To assess as to what extent the gender integration has taken place for economic and social development and the activities of co-operatives of the country given.
- \* To assess the level of participation of women in political, social and economic decision making and productivity.
- \* To assess the level of participation of women in decision making and activities in co-operatives.
- \* To compare the level of socio-economic development of a given country with gender situation.
- \* To identify the socio-cultural and economic factors hindering gender integration in development with special emphasis on co-operatives.

*B) Co-operatives*

- \* To identify critical areas for future strategies for promoting gender awareness and gender participation, resulting in gender integration in co-operative development.
- \* To create awareness among authorities and all concerned in gender issues on the level of development a given country has shown and the gap which exists in co-operatives.

**Survey Methodology**

The country researchers are required to refer to all appropriate authoritative original and secondary sources for data collection.

They are also required to consult other authorities on the subject through interviews or any other feasible way to receive reliable information.

Reference to surveys conducted by recognised national research organisations and international agencies either governmental or non-governmental agencies is agreed.

If necessary, the researchers could obtain responses on special issues through random samples and interviews.

The researchers should provide comprehensive information on the sources of data collected and quoted.

The conclusions in each special subject area have to be arrived at through proper analysis of data collected and should be logical. They should highlight key issues for further discussion for future strategic planning.

All data collected should be as at the end of 1989. If possible 1990 figures are appreciated.



## Report

The report may be divided into following sections:

1. General features of the country,
2. Economic policy and status,
3. Demography,
4. Health,
5. Literacy and education,
6. Housing,
7. Employment,
8. Gender participation in politics,
9. Legal environment for gender issues,
10. Socio-cultural environment and gender issues,
11. Institutions dealing with gender issues,
12. Women in co-operatives,
13. Decision making in co-operatives,
14. Employment in co-operatives,
15. Conclusions.

The Researcher could select the format for presentation. Either the analysis could be given with the tables within the text or take the tables as annexures to the report.

However, the researcher is expected to provide a brief introduction to the report giving details of survey methodology, random samples used, interviews, sources quoted, questionnaires used, etc.

It is important to note that the main theme of the survey is gender participation in co-operative development. Therefore, indepth discussion in the report should focus upon the gender issues specially on co-operative development. If needed the researcher could use more indepth analysis in relation to gender issues in co-operatives, other than the guidelines given here.

Sections 01-10 could be brief in analysis while rest of the sections should have sufficient details.

There is no set limit for the size of the report. The only thing which has to be kept in mind is the objectives of the research.

## Follow-up

All the country reports will be published by the ICA ROAP.

The researchers will be invited to present their conclusions at a Regional seminar to be held in 1992 at the ICA cost. These presentations will be used to evolve future country strategies and regional strategies for gender integration in co-operative development.

# ***SURVEY FORMAT***

## **1. GENERAL FEATURES**

- Geographical area and territorial waters,
- *Physiography*.
- Flora and Fauna,
- Climate,
- Political system and parliamentary system,
- Civil and local administration setup,
- Judiciary,
- Communication systems,
- Land area: - Cultivated,
  - Forest,
  - Pasture,
  - Desert.

## 2. ECONOMIC DATA

Main features of economy:

- Agriculture,
- Aqua-culture,
- Industries,
- Exports and imports,
- Economic policy of the government,
- Economic growth,
- Percapita income,
- GDP growth rate,
- Foreign trade as % of GDP,
- Foreign reserves,
- Public foreign debt,
- Budget surplus or deficit,
- Agriculture as % of GDP,
- Industries as % of GDP,
- Consumer price % rise,
- Money growth.

### 3. POPULATION

A)

<i>Age</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>
0-05			
06-15			
16-25			
26-45			
45-60			
61-75			
Total			

B) Population growth rate %

C) Population by age group and residence

<i>Age group</i>	<i>Urban</i>		<i>Rural</i>		<i>Both Sex</i>
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	
0-05					
06-15					
16-25					
26-45					
46-60					
61-75					
76 and above.					

D) Population by marital status

<i>Age group</i>	<i>Both sex</i>	<i>Male</i>	<i>Female</i>
under 10			
19-14			
15-19			
20-45			
46-60			
61-75			
76 and above.			

E) Mean age at marriages by sex:

Male :  
 Female :

F) Population by Religion

Religion

Male

Female

Both sex

G) Distribution of disabled persons:

<i>Type</i>	<i>Male</i>	<i>Female</i>	<i>Both Sex</i>
Blind			
Crippled			
Deaf & Dumb			
Mentally retarded			
Others			

H) Death rate per 1000 - Male  
Female

I) Birth rate per 1000 - Male  
Female

#### 4. HEALTH

- A) Life expectancy - Males  
- Females
- B) Infant and child mortality - Male  
Female
- C) Mortality -child bearing years (15-45) :
- D) Persons per hospital bed :
- E) Persons per doctor :
- F) Family Planning:
- i) Percentage of use of contraceptives among women under 50 years of age :
  - ii) Percentage of users of non-clinical family planning :
  - iii) Sterilization Vasectomy :  
Tubectomy :
- G) Malnutrition in children % : Male :  
: Female :
- H) Average per capita intake of calories : Male :  
Female :



## 5. LITERACY & EDUCATION

A) Adult Literacy - Male :  
Female :

### B) Primary Education

Sex	Enrolment in 1989	Unenrolled in 1989
Male		
Female		
Total		

### C) Secondary and higher education:

Sex	Secondary enrolments in 1989	Higher enrolments in 1989
Male		
Female		
Total		

D) Education as % of government (national) budget :

E) Brief information on adult literacy programmes :

F) Information on any illiteracy programme specially meant for women :

## 6. EMPLOYMENT

<i>Economic Category</i>  (10 years and over)	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
a) Employed b) Unemployed c) Part-time employed d) Inactive				

### Distribution by Sex and occupations

<i>Occupation</i>	<i>Female Employment</i>		<i>Male Employment</i>	
	<i>As % of total population</i>	<i>As % of total female population</i>	<i>As % of total population</i>	<i>As % of total male population</i>
Total				
- Professional Technical				
- Administrative, Management				
- Clerical workers/Secretaries				
- Sales workers				
- Agriculture/Forestry				
- Fishery				
- Production/manufacture				
- Transport				
- Not defined				

### Un-employment by age group and Sex:

<i>Age Group</i>	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
10-19				
20-29				
30 and over				
Total				

Unemployment by level of education and sex :

<i>Level of Education</i>	<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Total				
No education				
Below Class 10				
Secondary Education				
University graduates:				
- Arts				
- Commerce				
- Engineering				
- Medicine				
- Others				

Percentage distribution of wage earners by sex :

<i>Monthly earning (in US\$)</i>	<i>National</i>		<i>Urban</i>		<i>Rural</i>	
	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>	<i>Female</i>
Less than \$10						
\$11-\$49						
\$50-\$74						
\$75-\$99						
\$100-\$149						
\$150-\$199						
\$200-\$299						
\$300-\$399						
\$400-\$499						
\$500 & above						

Average monthly earning in \$

Average daily minimum wage rates for men and women :

Occupation	Average daily wages			
	Men		Women	
	Skilled	Unskilled	Skilled	Unskilled
Textiles:				
- Handloom				
- Powerlooms				
Jute Industry				
Agriculture (Paddy, Wheat, etc)				
Plantation (Tea, rubber, coffee, etc.)				
Mining				
Electric/Electronic				
Readymade garments				
Glass				
Fisheries				
Steel Industry				

## 7. GENDER PARTICIPATION IN SERVICES

	No. of Males	No. of Females
CIVIL ADMINISTRATION		
ARMED FORCES		
POLICE		

**8. a) POLITICAL PARTICIPATION (at the latest election)**

As voters in parliamentary elections

As candidates in parliamentary elections

- Won parliamentary seats
- Membership in political parties
- Membership of trade unions
- Office bearers in trade unions

<i>Male</i>	<i>Female</i>

b) Generally, how active are women in political affairs?

## **9. LEGAL ENVIRONMENT FOR GENDER ISSUES**

- Do you have special constitutional arrangements for men and women? If so explain.
- In civil and criminal laws, is there any discrimination of sex? If so explain:  
e.g. property laws, evidence act, etc.
- Do you have labour laws having special reference to men and women? What are they? What special Arrangements are made for working women - Maternity leave, etc.?
- Do you have special provisions in co-operative legislation and subsidiary legislation governing women issues? If so explain.

## 10. SOCIO-CULTURAL ENVIRONMENT AND GENDER ISSUES

### *Religion*

Discuss gender roles in Religious activities in the country.

### *Gender Roles in Family*

Analyse the gender roles in the family,

e.g. Who is the head of the family?

Who owns the lands and property?

How the housekeeping is done?

What is the influence of dowry system on the family?

How the male and female children are treated and integrated with the family?

### *Marriage*

- a) Teen marriages - Male  
Female
- b) Widowed - Male  
Female
- c) Divorced or separated - Male  
Female

### *Financial decision making in a family:*

- Who makes financial decisions in the family?
- Wife or husband or all household members?  
At what levels?

### *Type of work performed by Women*

Type of work	Status of remuneration	
	Earning (percentage)	Not earning (percentage)
i) Housewife		
ii) Self-employed		
iii) Employed by private employers		
iv) Employed by Government		
v) Retired		

- How the wife and husband, alongwith their household members share the work of the household?
- Is there a difference between rural and urban areas on this?



## **11. INSTITUTIONS DEALING WITH GENDER ISSUES (with special reference to Women)**

- i. Name the institutions dealing with gender issues and/or issues concerning women:
  - governmental
  - co-operative
  - other non-governmental
- ii. Provide details of history, constitution, structure, policies, plans and activities of such organisations, if possible.
- iii. Discuss as to how far these institutions work on the area of gender participation and integration for balanced development.

## **12. WOMEN IN CO-OPERATIVES**

- **Brief history of the co-operative movement in the country. If there is a parallel development of special women co-operative, then details to be given.**

### **13. PRESENT STATUS OF WOMEN IN THE CO-OPERATIVE MOVEMENT**

- \* Government policies and legislation on co-operatives with special reference to the role of women,
- \* Government control or assistance (if any) in the movement to encourage women participation,
- \* Capital formation of co-operatives and the role played by women,
- \* Role of women through co-operatives in the overall national development,
- \* Are there specific targets to be achieved under the national plan for women participants? How far they participate in national development planning?
- Current structure of the co-operative movement. Relations with government also to be shown. Organisational chart showing the structure from the village level to national level to be provided.

## 14. STATISTICS ON THE CO-OPERATIVE MOVEMENT

### *Type and number of co-operatives with membership*

Type	No. of Co-ops	Membership		
		Total	Male	Female
i. Thrift and Credit				
ii. Consumers				
iii. Multi-purpose				
iv. Agricultural:				
- production				
- marketing				
v. Handicraft				
vi. Textile weavers				
vii. Women's, etc (based on the country)				

### *Special women's co-operative societies*

Type	No. of Co-ops	Membership	
		Unmarried Women	Married Women
i. Thrift & Credit			
ii. Consumers			
iii. Textile weavers			
iv. Handicrafts			
v. Multi-purpose			
vi. Others			

### *Leadership*

Type of Co-operative	Category			
	Committee members		Chairpersons	
	Male	Female	Male	Female
Total				

## 15. DECISION MAKING IN CO-OPERATIVES

- How far women members participate in general meetings, committee meetings and other types of meetings?
- Are there women advisory committees in co-operatives?
- If there are women advisory committees in co-operatives, how many times they meet the society committees? To what extent their recommendations influence decision making?
- To what extent women members participate in business and business planning in co-operatives?
- Do the co-operatives have special projects for women members? If so, what is the ratio between them and other business activities of the co-operative?
- Do the co-operatives have special forums for women's activities such as social clubs, beauty saloons, health centres, etc.? If so give brief descriptions.

## 06. EMPLOYMENT IN CO-OPERATIVES

<i>Job</i>	<i>No. of co-ops</i>	<i>No. of employees</i>	
	<i>having the post</i>	<i>Male</i>	<i>Female</i>
i. General Manager/MD/Chief Executive			
ii. Senior Managers			
iii. Junior Managers			
iv. Supervisors/Foremen			
v. Operational staff:			
- field level			
- office level			
- factory level			
- unskilled labour			

Is there any difference between the wage structures of men and women? If so what is the difference?

## 17. CONCLUSIONS

- What kind of policy approaches are used in your country? Refer the analysis of Moser annexed.
- From the foregoing assessment of some economic data in terms of gender, what conclusions you could arrive at the different roles of men and women?

[Women have 3 roles:

- Reproduction role : child bearing and rearing responsibilities,
- Community managing: basic social and economic needs of the household and local groups,
- Productive workers: as supplementary income earners or principal earners.

Men have 2 roles:

- Productive workers,
- Community (leadership) managing.]

{Use the data collected in terms of population, literacy, health, housing, incomes, economic development, legal priorities, social roles, etc. for supporting conclusions.}

- How is your assessment of the country in relation to gender awareness, participation and integration for co-operative development activities?
- What would be the feasible future strategy for ensuring integrated gender participation in the development of co-operatives?
- Which issues have to be considered for gender planning in co-operatives?
- What kind of special needs women have in your country in terms of fulfilling above roles of women?

## DEFINITIONS

GENDER	Social relationships between men and women.
SEX	Biological difference between men and women.
GENDER PARTICIPATION	Equal partnership of men and women in a given area of development.
GENDER INTEGRATION	Integration of men and women in families, society and economic activities having equal status and in complete harmony of gender roles.
GENDER ISSUES	Issues arising in the process of participation of men and women in socio-economic aspects of development.
GENDER AWARENESS	Awareness of participatory role of men and women in development.



## DIFFERENT POLICY APPROACHES TO THIRD WORLD WOMEN

←————— 'Women in Delopment' (WID) —————→

ISSUES	WELFARE	EQUITY	ANTI-POVERTY	EFFICIENCY	EMPOWERMENT
Original	<p>Earliest approach:</p> <ul style="list-style-type: none"> <li>- residual model of social welfare under colonial administration</li> <li>- modernization/ accelerated growth economic development model.</li> </ul>	<p>Original WID Approach:</p> <ul style="list-style-type: none"> <li>- failure of modernization development policy</li> <li>- influence of Boserup and First World feminists on Percy Amendment,</li> <li>- declaration of UN Decade for Women</li> </ul>	<p>Second WID approach:</p> <ul style="list-style-type: none"> <li>- toned down equity because of criticism</li> <li>- linked to redistribution with growth &amp; basic needs</li> </ul>	<p>3rd and now predominant WID approach:</p> <ul style="list-style-type: none"> <li>- deterioration in world economy</li> <li>- policies of economic adjustment rely on women's economic contribution to development</li> </ul>	<p>Most recent approach:</p> <ul style="list-style-type: none"> <li>- arose out of failure of equity approach,</li> <li>- Third world women's writing and grassroot organisations.</li> </ul>
Period most popular	1950-70: but still widely used	1975-85: attempts to adopt it during and since Women's Decade	1970s onwards: still limited popularity	Post 1980s: now most popular approach	1975 onwards: accelerated during 1980s, still limited popularity
Purpose	To bring women into development as better mothers; this is seen as their most important role in development	To gain equity for women in the development process; women seen as active participants in development	To ensure poor women increase their productivity women's poverty seen as problem of underdevelopment not of subordination	To ensure development is more efficient and more effective; women's economic participation seen as associated with equity	To empower women through greater self-reliance; women's subordination seen not only as problem of men but also of neo-colonial oppression.
Needs of Women met and roles recognised	To meet PGN* in reproductive role relating particularly to food aid, malnutrition and family planning	To meet SGN** in terms of triple role - directly through state to-down intervention, giving political and economic autonomy by reducing inequality with men.	To meet PGN in productive role, to earn an income, particularly in smallscale income generating projects	To meet PGN in context of declining social services by relying on all 3 roles of women and elasticity of women's time.	To reach SGN in terms of triple role- indirectly and through bottom-up mobilization around PGN as means to confront oppression.
Comment	Women seen as passive beneficiaries of development with focus on reproductive role, non-challenging therefore still widely popular especially with government and traditional NGOs.	In identifying subordinate position of women in terms of relationship to men, challenging, criticised as Western feminism, considered threatening and not popular with government.	Poor women isolated as separate category with tendency only to recognise productive role; reluctance of government to give limited aid to women means popularity still at small-scale NGO level.	Women seen entirely in terms of delivery capacity and ability to extend working day, most popular approach both with governments and multi-lateral agencies.	Potentially challenging with emphasis on Third World and women's self-reliance, largely unsupported by governments and agencies. Avoidance of Western feminism, criticism, means slow significant growth of under-financed voluntary organisations.

\* PGN - Practical gender needs

\*\*SGN - Strategic gender needs

Source: C.O.N.Moser

"Gender Planning in the Third World: Meeting Practical and Strategic Gender Needs" in World Development, Vol.17, No.11, 1989